



Minutes of CUPE 951

December 9th, 2020

General Meeting

11:45-1:15 p.m.

Held using the Zoom video-conferencing platform

1. Announcements

An updated Calendar is included at the end of the minutes

A list of United Nations International Days for December and January is included at the end of the minutes

A list of Religious Observance dates in December is included at the end of the minutes

2. Roll Call of Officers & Stewards – LSW

9 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

It's time to update our Recognition of the Territories to bring it into line with the updating of other organizations' recognitions of their Territories. A review will be undertaken in the New Year.

A copy of the current recognition is included at the end of the minutes

Kirk read #49 of the Calls to Action from the Truth & Reconciliation Commission (TRC) and encouraged members to read all the TRC's Calls to

Action:

http://trc.ca/assets/pdf/Calls_to_Action_English2.pdf

4. Equality Statement – PS

Pat read the CUPE National Equality Statement: <https://cupe.ca/equality-statement>

5. Health & Safety – Emergency Preparedness – PS

Pat encouraged members to go to 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

If you are working from home, go online and check the Human Resources website to check to see if your home work station is ergonomically correct

For those working on campus, please be aware of the emergency exits for your work site

6. Green Statement – KM

Kirk read the local's Green Statement (originally written by retired CUPE 951 member, Michèle Favarger)

A copy of the statement is included at the end of the minutes

The question was raised whether or not we should change the title of our 'Green Statement' to 'Eco' or 'Environmental' Statement so as not to confuse it with any affiliation to the Green Party. It should be clear when we read our 'Green Statement' that it is not associated with the Green Party. If the Green Party changed their name in the future to the 'Environment Party' we wouldn't want to have to change the name of our statement again.

7. Attendance Report & Welcome

• Number of Members Signed-In – CJ

Catherine reported that 20 members were signed into the Zoom video-conference meeting at 12:06

Quorum is 20

• Welcome/Oath of New Members – KM

Kirk announced there were no new membership applications

8. Approval of the Agenda

• Additions

None

• Changes

Move Reports of Committees and Delegates to #14, right after President's report in case we lose quorum

Motion: That the agenda be approved as amended – MSCarried

9. Approval of the Minutes From Previous Meeting

- The minutes of the November 18th General Meeting were posted on the

CUPE 951 website and were also circulated with the notice of the December 9th meeting and agenda

• Errors/Omissions

There were no errors or omissions

If you notice any typos, grammatical errors or misspelling of names, please email the Secretary lwhyte@uvic.ca to have the minutes corrected

Motion: That the minutes from the November 18, 2020 General meeting be approved – MSCarried

10. Matters Arising From the Minutes

- None

11. Treasurer's Report – MR

The financial statements were shared on screen

The latest up-to-date bank balances and term deposit totals were included separately in the financial statements and shared on screen.

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 **Virtual SHARE Investor Summit 2021** was discussed.

This year's theme is: Rising to the Challenge: join Canadian and global investors to shift capital markets towards

inclusion, justice, equity, sustainability and resilience.

The following motions were approved by the Executive:

Motion: To send the Treasurer and one (1) Trustee to the SHARE Investor Summit 2021 February 16-19, 2021 online.

Motion: To send up to three (3) Trustees to the SHARE Investor Trustee Boot Camp February 16, 23, and March 2, 9, 2021 online.

Motion: The local purchase up to an additional 100 anniversary t-shirts for give-a-ways and members who didn't get their order in.

Annual Donations:

The following motions were approved by the Executive:

Motion: That CUPE 951 Donate \$100 to the 1Up Single Parent Resource Centre for 2020.

Motion: That CUPE 951 Donate \$100 to Victoria Women's Transition House Society.

Motion: That CUPE 951 Donate \$100 to the End Violence Against Women Memorial December 6 and designate our donation to go to the Victoria Sexual Assault Centre.

Motion: That CUPE 951 Donate \$100 to the United Way designated for the Little Phoenix Trauma Informed Day Care Motion to donate \$100 to the Sooke Transition House Society.

Motion: That CUPE 951 Donate \$100 to Sooke Transition House Society.

UVic Giving Grams Each Giving Gram sent will unlock a \$5 donation to the UVSS Food Bank and Free Store from a private sponsor (Mayfair Optometric).

Motion: That CUPE 951 use the union credit card to send UVic Giving Grams to ten of our members each with a \$10 donation to the UVic fund of the recipient's choice.

Kirk reported on the removal of access to our FAST accounts by former Executive/Career Development Committee members who were no longer members and/or no longer in Executive positions or on the Career Development Committee. Only the current President and Executive Assistant have access to the Local's two FAST accounts (General and Career Development Fund)

Kirk added the following:

The Executive Board only has the ability to make donations up to \$100 on behalf of the local.

Kirk proposed the following motion:

Motion: That the local donate \$1,250 to be divided (\$250 each) between the five (5) Greater Victoria Food Banks (Mustard Seed Food Bank, Saanich Peninsula Food Bank, Sooke Food Bank, UVSS Food Bank and the Goldstream Food bank) – MSCarried.

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

Welcome friends and warm season's greetings.

I would like to take this opportunity to reflect on the last 12 months, where there has been no shortage of learning and pivot to new ways. Most of us have spent a large amount of time adapting to online platforms such as Skype, Zoom, Blue jeans, MS teams and back. Looking back, I feel the catch phrase for 2020 should be "PIVOT".

March 2020 brought many of the new adjustments our way, however, this did not stop our local from continuing to bargain with the employer. 4 short days into bargaining we moved from in-person meetings to conducting business using Skype conference calls. CUPE locals 951 and 917 had a skype call with our National Rep Micha Pesta where it became evident that the locals should get bargaining done by the end of March due to the uncertainty of the provincial government in its funding of the mandate set out in 2019. The Bargaining Committee was convened via email and the decision was made to move forward with pared down committees of two members each from both locals.

March 9 CUPE locals 951 and 917 met with Human Resources to talk about COVID-19. This meeting resulted in a Letter of Agreement (LOA) being signed to cover the advice from the Provincial Health Officer regarding self-isolation for those returning from international locations or those having close contact with someone who has been diagnosed with COVID-19 by laboratory testing.

By March 16 it seemed that COVID-19 was the top priority going forward as we started to see members and departments/units consider and pivot to working remotely. Our local was proactive and our Executive Assistant and Chief Steward began to work remotely from home. During these times we saw employers, governments and unions navigate how this would change the way we all do business. Our local signed an LOA with the employer on remote working on March 19.

On March 26, our local had a tentative collective agreement in place. The Bargaining Committee, with the assistance of the CUPE area office, met on March 27 and March 30 via Skype to discuss how to move to a ratification vote during these unusual times. Under the guidance of our National Rep, Micha Pesta, we moved to using Simply Voting, an online platform for elections, to host our ratification vote.

April 3 the ratification vote opened for all members at 1:00 p.m. and closed at 1:00 p.m. on April 5. The collective agreement was ratified, and the results were announced via email on April 6.

Shortly after the ratification of the collective agreement the unions on campus started solidarity bi-weekly meetings. CUPE BC, the local executive and Human Resources all started having bi-weekly meetings.

In May, our local was faced with having to find a way to do our executive elections online. After several meetings and discussions, we managed to pivot our way through.

Later we faced the uncertainty of continued employment during the COVID-19 pandemic. Working with the employer our local signed an LOA on workforce adjustments. This gave us the ability to have temporary layoffs with a monetary top up to cover the cost of benefits premiums and pension contributions. Though this was a challenge, looking back, we have done very well compared to other locals that did not enter into agreements.

Over the summer months the unions at UVic and Post-Secondary institutions across Vancouver Island ran opinion articles in the Black Press and Times Colonist on more funding. At the BCFED convention in November a resolution on this matter was presented where I and many others from the Island spoke. The resolution carried.

December 6 was the National Day of Remembrance and Action on Violence against Women. An online vigil was held where we were reminded of the largest mass shooting in Canada that was targeted only at women. 31 years have gone by and still we need to take action. Men, must now more than ever be allies and hold our fathers, brothers and sons accountable to stop violence against women.

As a Union we help build respectful, strong communities and workplaces. With your hard work through union committees and support of social & economic issues, we are making a difference.

On a positive note, this year marks the **55th Anniversary for CUPE 951**. We are looking at ways to engage our members to celebrate in a COVID friendly environment.

By now I hope you have had the opportunity to watch the video on our website about our 55th anniversary! We look forward to taking your order for your complimentary anniversary t-shirt and provide you the opportunity to sign the anniversary board.

Every one of you should be very proud of the great accomplishments local 951 has made and will continue to make.

I'd like to personally thank the CUPE 951 Executive for their support in my role as President of the Local. I believe in making decisions through consensus and appreciate the Executive's willingness to build consensus and work together for the greater benefit of the local.

I'd also like to thank Ted Godwin, Chief Steward for stepping up and being able to handle representing our members during these extraordinary times.

Finally, I'd like to thank the UVic Libraries, especially the Digital Collections unit. I recently became aware that an interview my late father did in 2010 had been added to the libraries' digital collection. Listening to it was the first time since my father passed away in 2013, I was able to hear his voice. Thank you to the libraries for all the work they do. This experience has brought me closer to the libraries and the services our members provide there.

In Solidarity,
President CUPE 951
Kirk Mercer

For any questions about this report, please contact Kirk Mercer at:
presidentcupe951@uvic.ca

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

14. Reports of Committees, Delegates

CUPE Scholarship Committee – Joanne Scott

On behalf of the Greater Victoria Canadian Union of Public Employees (CUPE) Scholarship Committee I would like to thank CUPE Local 951 for generously contributing to the Greater Victoria CUPE scholarship fund.

This fund not only recognizes the achievements of the applicants but it also provides appreciated assistance with the costs of post-secondary education. As a parent with both a son and a daughter enrolled in Post-Secondary education I can appreciate the term: "every little bit helps".

This year's six recipients, all sons and daughters of active members, entered their first year of post-secondary education in September 2020.

We received a number of very strong submissions and the evaluation committee, comprised of a representative from each of the current 6 participating locals: #410, #788, #917, #951, #2011, & #2081 was faced with the gratifying task of selecting from the impressive applicant pool.

Congratulations to Kyle Lemay Congdon, son of Local 951 member Genevieve Lemay in Continuing Studies, on his successful application. We wish Kyle every success as he begins his Post-Secondary education at Camosun College with plans on transferring credits to the University of Victoria

BC Federation of Labour Convention 2020 – Kirk Mercer, Ted Godwin, Amy Issel, Page DeWolfe, Ross Alden and Heidi Loveridge

This Year's convention was held online using the *chime.live* app format

Prior to the kick-off on Nov 25 the FED hosted a Human Rights Forum on Sunday the 22. Delegates Page DeWolfe and Kirk Mercer attended.

On Nov 23 the CUPE BC caucus was held via zoom. Delegates from across BC were present to hear about the endorsed candidates for position within the BE Fed and important resolutions to support

Nov 24, your 951 delegates took part in the virtual info seminar and new delegates orientation sessions that ran from 9:30 till 12:00.

Nov 25 started at 9am with an Indigenous Welcome from Alex Dan, from the Musqueam first nation. The Convention call to Order/ Credentials committee reported 864 Delegates. Next up was the Presidents (Iaird Cronk) address and Secretary Treasure's (Sussanne Skidmore) report.

After that we heard from NDP Premier John Horgan. So far the agenda was moving very well and we were able to move to committee reports and onto resolution that were scheduled for tomorrow.

The convention adjourned at 1:00, some of our delegates attended the Workers with Disabilities caucus at 2:00 and the 2SLGBTQIA+ Workers caucus at 4:00.

Nov 26, The Convention call to Order/
Credentials committee reported 863
Delegates

Today started with the Joy Langan Social
Justice Award, it was presented to Sparrow
Taranov ILWU GWU 333. Sparrow is a
Millwright at Prince Rupert Grain

After we heard from Federal NDP leader
Jagmeet Singh then moved onto the
Executive Council Report.

We did get back into resolutions and
delegates Kirk Mercer and Page DeWolfe
gave well-presented addresses to the
convention on resolutions 181 (Post-
Secondary funding) and 204 (access to free
contraceptives) both passed.

In total resolutions 182,201,174a,
181,203,204,208,162,177, and emergency
#2 passed.

E2 (THE FEDERATION WILL continue to work
with affiliates and Indigenous educators to
educate union members and the general
public in BC on the harmful history of the
residential school system in Canada; and

THE FEDERATION WILL encourage delegates
to post photos in the gallery of the
CHIMELIVE site wearing orange shirts to
show their support for residential school
survivors, for the ones who didn't make it
home, and their families.

BCFED Executive Officers on behalf of the
Indigenous Workers' Caucus

Elections for the officers of the Fed were
next up, all were uncontested and
acclaimed.

Page thanked the local for sending
delegates to the convention. She felt it was
very interesting to watch how technology
was used during the convention and hoped
to see how CUPE BC is able to use similar
technology to hold their convention in 2021

Ross said that he really enjoyed being in a
virtual room with socially like-minded
people discussing important things going on
in Canada and the world

Political Action Committee – Ted Godwin

Ted reported that the City of Victoria bi-
election for city councilor will be held
Saturday, December 12th – bring your mask
and your identification

CUPE 951 is a member of the Victoria
Labour Council (VLC) which interviews and
vets candidates who are running in local
elections to see if they meet the criteria for
being labour-friendly and supportive of
working people.

Ted was happy to report that VLC has
endorsed Stephanie Hartman, from the
Together Victoria organization

No matter whom you choose, get out there
and vote to have your voice heard

Lancaster House Bargaining in the Broader Public Sector Conference – Laurie Whyte

Thanks to CUPE BC who covered the cost of
my registration and the Local who covered
the cost of my union leave, I was able to
attend this two half days virtual conference

I learned about the economic impact of
COVID-19 and what we might expect at
public sector bargaining tables in 2021 and

2022. Much of it is still speculation, but it's anticipated that the BC NDP Government won't be looking for wage or language roll-backs, but we can expect wage controls as in the past – but probably not zeros!

I have passed on my notes and conference materials to be kept in the Union Office for future reference by our next Bargaining Committee.

I strongly advise that we participate in the 2021 Lancaster House Bargaining in the Broader Public Sector Conference for the most up-to-date information on what to expect in bargaining for our sector as much of what was presented at this conference was still speculation and many things could change by 2022.

CUPE BC's 2nd Fall Web Conference – Relentless Adaptation: 4 Tech Trends & Lessons to Thrive – Laurie Whyte

I used 2.75 hours of vacation to attend this free webinar offered by CUPE BC

Kirk also attended.

A specialist in the area of technological advancements spoke to us about the trending technologies available since the start of the pandemic. It was an interesting foray into the world of high tech and science fiction-like inventions to make our lives more technologically geared to being more efficient and productive. Those in manual labour type jobs may be taken over by robots, but those in technologically focused jobs will not need to fear for their jobs – after all, someone has to switch all those machines on every day!

Thanks to Kirk for providing the following list of links to the new technologies discussed in the webinar:

<https://intuitiveai.ca/>

<https://lumen5.com/>

<https://www.wibbitz.com/>

<https://www.grammarly.com/tone>

<https://www.rev.com/>

<https://bigvu.tv/>

https://play.google.com/store/apps/details?id=com.moonlab.unfold&hl=en_CA&gl=US

BC Federation of Labour – International Day of Persons With Disabilities Event – Laurie Whyte

I attended this virtual event that the BC Federation of Labour hosted to raise awareness of the issues persons with disabilities face every day. Kirk also attended.

Kassandra Cordero, Equity and Human Rights Director, BC Federation of Labour Hosted and Sheryl Burns, one of CUPE BC's four General Vice-Presidents co-hosted the event.

Laird Cronk, BC Federation of Labour President and Sussanne Skidmore, BC Federation of Labour Secretary-Treasurer spoke briefly.

Kassandra Cordero spoke about persons with disabilities experiencing 'inspirational porn', which is when a person is objectified for the benefit of another – e.g. when a person with a disability is shown struggling with something, like carrying groceries, to

be an inspiration to others; and how 25% of Canadians have disabilities and are not included in our society. She also told listeners that at some point almost everyone will experience a disability – it may be temporary, like a broken leg or it could be more permanent like a mental health illness.

Dan Coulter, Chilliwack/Kent MLA and former President of Local 3787, the Parliamentary Secretary for Accessibility, a brand new role spoke about the United Nations Convention on the Rights of People with Disabilities.

Sheryl Burns wrapped up the event by thanking the speakers and reminding us all, in the words of PHO Dr. Bonnie Henry, ‘to be kind to each other’.

Motion: That all reports of committees & delegates be approved – MSCarried

15. Chief Steward’s Report

There isn’t much of a report as I was on vacation last week and not much has changed since the last general meeting.

We haven’t had any responses to issues or grievances and they will probably be in a holding pattern until the New Year.

I’d like to remind members to take notes and email supervisors and managers with their understanding of conversations in hallways, offices or by phone when it comes to assigning work, overtime, any sort of instructions or permissions they may be given.

Also, please remember to take your breaks, especially when you are working remotely.

Finally, another reminder that all Overtime must be approved BEFORE it is worked. If you don’t have your manager’s approval before working Overtime, you may not get paid for it or even receive time-off in lieu of payment. The need for OT may seem obvious, but that isn’t enough – get your manager’s approval, preferably in writing before you work it.

For any questions about the Chief Steward’s report, please contact Ted Godwin at: chiefstewardcupe951@uvic.ca

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

16. Other Executive Committees’ Report

Communications Committee Report – AI

Amy used a list of members participating in the CUPE 951 Zoom General Meeting to make 3 random draws for a \$25 donation each – winner to choose what charity the \$25 donation is to go to

The winners were:

Rena Conibear
Barbara Gordon
Jessica Page

Draw winners are to email Amy (see email addresses at the end of this report) with the charity of their choice and a \$25 donation will be made in their name

Page DeWolfe will be assisting Amy on getting our Twitter account back up and running

For any Communication Committee questions, please contact Amy Issel at:

amyrowe@uvic.ca or
cupelocal951@gmail.com

Education Committee Report – BG

Everything was covered in other people's reports earlier in the agenda

I expect things to be quiet over the rest of December

For any Education Committee questions, please contact Barbara Gordon at:
bgordon@uvic.ca

Motion: That the Other Executive Board Reports be approved – MSCarried

17. Trustees Report – MG

No report

For more information/questions, please contact:

Mohit Garg: mgarg@uvic.ca

Page DeWolfe: cdewolfe@uvic.ca

Andrea Roszmann: aroszmnn@uvic.ca

18. Nominations, Elections or Installations

There were no nominations, elections or installations at this time

19. Unfinished Business

There was no unfinished business

20. New Business

President's Vacation – KM

Kirk will be on vacation starting tomorrow, December 10th until January 4, 2021

For any issues that may come up in Kirk's absence, contact Ted Godwin (chiefstewardcupe951@uvic.ca) or Pat Shade (pshade@uvic.ca)

21. Adjournment

Motion: to adjourn the meeting at: 12:49 p.m. – MSCarried

<p>Next General Meeting: January 27th, 2021 11:45 – 1:15 p.m. <i>Using the Zoom Video-Conference Platform</i></p>
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Minutes of CUPE 951

December 9th, 2020

General Meeting

11:45-1:15 p.m.

Held using the Zoom video-conferencing platform



We are all different and that is beautiful!

CUPE 951 Territory acknowledgement

We acknowledge with respect the Lekwungen peoples on whose traditional territory CUPE Local 951 conducts its business, and the Songhees, Esquimalt, and WSÁNEĆ peoples and Coast Salish whose historical relationships with the land continue to this day.

Green Statement – written by retired CUPE 951 member, Michèle Favarger

As our Union fosters awareness of Reducing, Reusing, and Recycling, CUPE 951 members should be mindful of their choices, and endeavour to make decisions that support the best practices protecting the environment.

Please recycle all distributed documents, respecting the confidentiality of the material therein. Bring a reusable cup to your in-person meetings, and commit to walk, bike, and carpool or take public transportation when you can.

In this way, we respect our environment, each other and future generations •

CALENDAR UPDATE to CUPE 951 General meeting – December 2020 – DRAFT

(* under consideration) (Changes are underlined)

Dec 2, 7 Lancaster Bargaining in the Broader Public Sector Conferences – Heidi Loveridge

Dec 3, 10 Lancaster Labour Arbitration and Policy Conferences – Kirk Mercer, Ted Godwin

Dec 3 - CUPE BC Executive Board via Zoom - Kirk Mercer, Pat Shade

Dec 9 – General meeting via zoom

Dec 17 - CUPE BC PWD Committee – Pat Shade, Laurie Whyte

Jan 7 - CUPE BC Admin via Zoom – Pat Shade

Jan 14 - CUPE BC Executive Board via Zoom - Kirk Mercer, Pat Shade

Jan 23 - VIDC – Executive in person Nanaimo (Coast Bastion) - Kirk Mercer, Laurie Whyte. Via Zoom – Ted Godwin, Amy Issel, Pat Shade

Jan 28 - CUPE BC Admin via Zoom– Pat Shade

*Feb 4 - CUPE BC Executive Board via Zoom - Kirk Mercer, Pat Shade

Feb 18, 19 CUPE BC Executive Board – Anvil Center, New Westminster – Kirk Mercer, Pat Shade

Feb 25 - CUPE BC Admin via Zoom– Pat Shade

March 4 - CUPE BC Executive Board via Zoom - Kirk Mercer, Pat Shade

March 25 - CUPE BC Admin via Zoom– Pat Shade

April 1 - CUPE BC Executive Board via Zoom - Kirk Mercer, Pat Shade

April 26 - CUPE BC Admin via Zoom– Pat Shade

April 27 - CUPE BC Executive Board via Zoom - Kirk Mercer, Pat Shade

April 28 – May 1- CUPE BC Convention – Kirk Mercer, Pat Shade

United National International Days For December-January

DECEMBER:

December 1 – World AIDS Day

December 2 – International Day for the Abolition of Slavery

December 3 – International Day of Persons with Disabilities – **BC Fed virtual event:**

<https://bcfed.ca/events/international-day-people-disabilities>

December 5 – International Volunteer Day for Economic and Social Development

December 5 – World Soil Day

December 6 – Canada's National Day of Remembrance and Action on Violence Against Women (see previous page November 25th)

December 7 – International Civil Aviation Day

December 9 – International Day of Commemoration and Dignity of the Victims of the Crime of Genocide and of the Prevention of this Crime

December 9 – International Anti-Corruption Day

December 10 – Human Rights Day

December 11 – International Mountain Day

December 12 – International Day of Neutrality

December 12 – International Universal Health Coverage Day

December 18 – International Migrants Day

December 20 – International Human Solidarity Day

JANUARY:

January 4 – World Braille Day

January 24 – International Day of Education

January 27 – International Day of Commemoration in Memory of the Victims of the Holocaust

For more information about the meaning and significance of each of these days please go to:

<https://www.un.org/en/sections/observances/international-days/> and click on the day you would like to know more about.



Religious Observance Dates in December

Many people think December is only about Hanukkah and Christmas. However, the Interfaith Calendar organization lists 14 religious holidays believers celebrate in December. It's true, most of these celebrations are inspired by Christmas and Hanukkah, the two major religious holidays celebrated by Christians and Jewish believers, in North America. But those aren't the only religious holidays that families celebrate together in December.

November 20 to 21: Mawlid el-Nabi — Islam

This is an Islamic holiday that honors the birth of the Prophet Muhammad, who founded Islam. Shia and Sunni believers will celebrate on separate days by reading the prophet's teachings.

November 28: Advent Fast begins — Orthodox Christian

Though Advent began this last weekend, the fasting starts midway through the month with only two weeks until Christmas. The holiday is celebrated by believers lighting Advent candles, hanging wreaths and attending church ceremonies.

December 6: Saint Nicholas Day — Christian

This holiday honors the birth of Saint Nicholas, the saint who serves as a role model for gift-giving and is commonly known as Santa Claus.

December 2 to 10: Hanukkah — Judaism

This is the eight-day Jewish festival of lights, which celebrates the Maccabean revolt in Egypt. Eight candles are lit with a menorah to honor the holiday.

December 8: Immaculate Conception — Catholic

In the lead-up to Jesus' birthday celebration on Christmas, Catholics celebrate the day of Immaculate Conception to honor his mother Mary, who they say was preserved from original sin for her entire life.

December 12: Feast Day of Our Lady of Guadalupe — Catholic

This is a primarily Catholic holiday celebrated by Mexicans and Americans of Mexican descent that honors the reported appearance of the Virgin Mary in Mexico City.

December 17: Posadas Navidenas — Christian

This is a primarily Hispanic Christian holiday that commends Mary and Joseph's journey to Bethlehem to give birth to Jesus.

December 21: Solstice — Wicca/Pagan

Solstice is the point in the year when the earth is most inclined away from the sun. It is the most southern or northern point depending on the hemisphere. Pagans and Wicca believers will celebrate that event through Yule, in which believers also honor "the winter-born king, symbolized by the rebirth of the sun,"

December 25: Christmas — Christian

Christmas is a primarily Christian holiday that celebrates the birth of Jesus Christ. Many will attend church, have family parties and exchange gifts.

December 26: Zarathosht Diso (Death of Prophet Zarathustra) — Zoroastrian

Unlike many of the other holidays in the month, Zoroastrians honor the death of their prophet, Zarathustra, who founded Zoroastrianism, one of the world's oldest monotheistic religions.

December 30: Feast of the Holy Family — Catholic

Catholics use this day to honor Jesus, Mary and Joseph.

December 28: Holy Innocents Day — Christian

Christians solemnly honor the deaths of children killed by King Herod, who was attempting to kill Jesus.

December 31: Watch Night — Christian

For Watch Night, Christians will thank God for the safety they received during the year.



Happy Holidays!

Enjoy the UVic Holiday Closure – brought to you by CUPE 951!



Happy New Year!