



Minutes of CUPE 951

November 18, 2020

General Meeting

11:45-1:15 p.m.

Held using the Zoom video-conferencing platform

1. Announcements

The updated Calendar is at the end of the minutes.

Kirk reminded members of the email that went out regarding the free CUPE 951 anniversary t-shirts; members can email cupe951@uvic.ca to order their t-shirt and it will be delivered to their office (if they are working on campus) or their home (if they are still working remotely).

Page reported that the BC Federation of Labour is holding an open Human Rights Forum Sunday, November 22, 2020 from 9-3 p.m.; the forum is open to union members regardless of whether or not they are delegates to the BC Fed convention – for more information contact Kirk Mercer (presidentcupe951@uvic.ca) or Page DeWolfe (cdewolfe@uvic.ca). A poster for the event was attached to the email for the general meeting and will be included at the end of the minutes.

Laurie read the United Nations International Days for November and December, which will be included at the end of the minutes; Laurie noted that even though some of the dates may seem funny (e.g. International

Toilet Day) they have a serious background.

For more information about the dates go to the United Nations website: <https://www.un.org/en/sections/observances/international-days/>

Kirk noted that a letter from PSAC requesting support for their December 6th National Day of Remembrance. This year, they will be collecting donations for the Victoria Transition House and the Victoria Sexual Assault Center. All monies raised will be divided between organizations. A copy of the letter and poster will be 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.

A copy of the recognition was attached to the email for the general meeting and will be included at the end of the minutes.

Kirk read #43 & 44 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/PDW

Pat & Page read the CUPE National Equality Statement:

<https://cupe.ca/equality-statement>

5. Health & Safety – Emergency

Preparedness – PS

If you are working from home please make sure your work station is ergonomic; know where your emergency exits are; do a daily self-assessment for COVID-19 symptoms. If you have any symptoms, no matter how mild, stay home and self-isolate. Consult the BC COVID-19 self-assessment tool available at:

<https://bc.thrive.health/>

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 members have concerns about returning to on-site work, they should contact the Chief Steward, Ted Godwin:

chiefstewardcupe951@uvic.ca

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 was attached to the email for the general meeting

and will be included at the end of the minutes.

7. Attendance Report & Welcome

a. Number of Members Signed-In – CJ

Catherine reported that 20 members were signed into the Zoom video-conference meeting at 12:08 p.m. No new members joined the meeting while it was in progress.

Quorum is 20

b. Welcome/Oath of New Members – KM

Kirk asked if there were any new members attending the meeting and no one came forward.

Kirk announced there were no new membership applications.

8. Approval of the Agenda

Motion: That the agenda be approved as circulated – MSCarried

9. Approval of the Minutes From Previous Meeting

a. The Draft minutes were posted on the CUPE 951 website and were also circulated with the notice of the meeting and agenda

b. Errors/Omissions

There were none

Motion: That the minutes from the October 28, 2020 general meeting be approved – MSCarried

10. Matters Arising From the Minutes

None

11. Treasurer's Report – KM for MR

The financial statements for August & September 2020 were shared on screen Kirk went over the details of the reports for each of the two months.

Lancaster House conferences charges should come out of the Education line in the budget; Lancaster House Legal Education comes out of the Defence Fund; this will be corrected in future reports.

Kirk read out the current balances in the General Account, Defence Account, (including term deposits); and the VanCity Savings credit union account and term deposits.

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

Talk about doing an updated survey of members working from home.

COVID -19 update: the University is returning members to work on Campus; similar to the provincial government's move to have its employees return to working in their offices; there are still problems with members needing accommodation. CUPE BC has been advised of the accommodation issues we are experiencing.

55th Anniversary T shirt update: the art work has been sent to One Movement Threads and the t-shirts will be ready soon.

Per Diem update: CUPE BC Trustees recommended a new per diem of \$17 for a 4 hour or more online event. We will update our expense policy as we follow CUPE BC's lead.

CUPE BC Webinar – Relentless Adaption in the Virtual World: 4 Tech Trends & Lessons to Thrive: this is a free online webinar open to all CUPE members. Members are encouraged to enroll if you can spare the 90 minutes.

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

Welcome everyone

November started off with the United Way Uvic campaign 2020. Many of you may have participated in the past through payroll deductions or events on the campus and thank you.

You may have noticed a video produced that featured the Union Presidents of PEA, Faculty Association and our Local 951. This year more than ever our community is in need of those services funded by the United Way, and many of those services employ union workers like CUPE and BCGEU. Even a small donation will have an impact throughout our community.

We had to move up our general meeting to the 18th so we could attend the BC Federation of Labour Convention next week. Since the last Fed Convention the new leadership under Laird Cronk and Susanne Skidmore has proven to represent all affiliates well. Both Karen Ranalletta (president CUPE 2950 @UBC) and Paul Faoro (CUPE BC president) are vice presidents at the BC FED. This will be online and I am sure very different than previous years.

On Dec 6, we recognize and remember the 31st anniversary of the Montreal Massacre. This year our friends at PSAC BC Region will be collecting donations for the Victoria Transition House and the Victoria Sexual Assault Center. See attached document [at the end of the minutes].

Please contact nancysermons@gmail.com if you would like to make a personal donation.

By now I hope you have been able to see our video about our 55 anniversary! We look forward to taking your order for the anniversary T-shirt and the opportunity to sign the anniversary board.

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

We had one small victory for Precarious Workers in the past month. The Union, thanks to CUPE legal advisors, was able to challenge

discrimination. A member in a temporary appointment with a work visa was granted the rights and benefits of a regular employee which had originally been denied by the Employer.

We are waiting for responses from the Employer on outstanding grievances. In general the biggest issue is accommodation and the lack of positive responses from the Employer to COVID-19 issues and we are expecting more as return to campus is being required for more of our members.

Another issue is particularly troubling, the employer's assertion that the Occupational Health, Safety, and Environment (OHSE) office is not subject to the BC Human Rights Act for the purposes of accommodation. The issue that precipitated this has been resolved but the thinking remains disturbing.

Carry over of vacation time past year end is also an issue and is not being addressed consistently within departments, let alone the whole University. For most, the allowable carryover is 15 days, as per the c/a, yet many members are being told to reduce their outstanding balance to no more than ten days by year end. If you are having issues please contact me.

We are also meeting next week with the Employer on the subject of Modified Work Week (MWW) Agreements. MWW plans were suspended at the insistence of the

Employer when the Letter of Agreement on Remote Working was agreed. Members have been asking to have these agreements reinstated and the Union sees no reason to suspend them any longer.

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

15. Trustees' Report – KM

Kirk thanked our three trustees for their work so far on the local's financial audit; the audit will soon be completed and reported to the membership

For more information/questions please contact:

Mohit Garg: mgarg@uvic.ca

Page DeWolfe: cdewolfe@uvic.ca

Andrea Roszmann:

aroszmanna@uvic.ca

16. 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

17. Nominations, Elections or Installations

None

18. Reports of Committees, Delegates

a. CUPE BC/National Person With Disabilities Committees – PS

Canada wide there seems to be a common problem with people being forced to return to working at on-site workplaces when they have requested an accommodation to continue working remotely; Human Rights complaints are expected to be pending.

b. COVID-19 Update – KM

There was an article in the Times Colonist newspaper with a statement from the President of BCGEU regarding concerns for their members returning to working onsite and saying the wearing of masks should be mandatory.

Restrictions on the number of people allowed at one time in the UVIC SUB are not being adhered to.

VIHA has opened their On-site COVID testing facility on campus in lot 10.

If there are COVID-19 cases on campus, will not be notified unless VIHA needs to do so in order to trace contacts; if a person reports COVID-19 symptoms, it is kept strictly confidential; when a person in a building reports they have symptoms of COVID-19, the other occupants of the building are not notified;

it takes 3-4 days to get testing done and then VIHA decides whether or not it's necessary to tell the other people in the building; that raises a concern for any immune-compromised people working in the building; Dr. Bonnie Henry says the highest number of COVID cases come from private homes and private gatherings, not workplaces;

If you have concerns or want more information on COVID-19 at UVic, contact Kirk Mercer
presidentcupe951@uvic.ca

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

19. Unfinished Business

None

20. New Business

None

21. Adjournment

Motion: to adjourn the meeting at: 12:43 p.m. – MSCarried

**Next General Meeting:
December 19, 2020
11:45 – 1:15 p.m.
Using the Zoom Video-Conference Platform**



We are all different and that is beautiful!

CUPE 951 Territorial 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

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

(* under consideration) (changes are underlined)

Nov 2 - CUPE BC Skilled Trades via Zoom meeting – Kirk Mercer

Nov 4 -Executive Meeting via Zoom- Kirk Mercer, Ted Godwin, Pat Shade, Laurie Whyte, Michael Rheault, Amy Issel, Barbara Gordon, Teresa Dixon, Ross Alden, and Nat Rep Micha Pesta

Nov 5 - CUPE BC Executive Board via Zoom – Kirk Mercer, Pat Shade

Nov 18 – General meeting via zoom

Nov 23 - CUPE BC Webinar – Relentless adaption in the virtual world: 4 tech trends & lessons to thrive- Kirk Mercer

Nov 24,25,26 - BC FED Convention online – Kirk Mercer, Ted Godwin, Amy Issel, Heidi Loveridge, Page DeWolfe, Ross Alden.

*Nov 27 - CUPE BC Admin via Zoom – Pat Shade

Nov 28 VIDC – Executive in person Nanaimo (Coast Bastion) - Kirk Mercer, Laurie Whyte. via Zoom – Ted Godwin, Amy Issel, Pat Shade

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 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 NATIONS INTERNATIONAL DAYS

These are the international days currently observed by the United Nations. The United Nations designates specific days, weeks, years and decades as occasions to mark particular events or topics in order to promote, through awareness and action, the objectives of the Organization.

NOVEMBER:

November 20 – Universal Children's Day

November 21 – World Television Day

November 25 – International Day for the Elimination of Violence against Women

NOTE: *Canada's National Day of Remembrance and Action on Violence Against Women is December 6 to commemorate and remember the 14 women killed and 10 injured in 1989 at Montreal's École Polytechnique, simply because they were women studying at a university.*

November 29 – International Day of Solidarity with the Palestinian People

November 30 – Day of Remembrance for all Victims of Chemical Warfare

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

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.



November 13, 2020

Dear Sisters and Brothers:

RE: THE MONTREAL MASSACRE MEMORIAL - DECEMBER 6th

December 6th marks the 31st anniversary of the Montreal Massacre. Each year, PSAC's Vancouver Island Regional Women's Committee (VIRWC) organizes a December 6th Memorial.

As union women, we are proud of our work to ensure we remember the 14 murdered women, raise awareness of violence against women and fundraise for organizations who provide safe havens for women and children in need of protection.

This year, we are **collecting donations for the Victoria Transition House and the Victoria Sexual Assault Center**. All monies raised will be divided between organizations.

We are asking you and your union to financially support women and children in our communities so they do not have to live in fear.

Each year unions generously donate; but this year *we ask that your Local reach a little deeper.*

COVID-19 has created financial stress on families and women have borne the economic brunt of job losses; 1.5 million Canadian women lost their jobs in the first 2 months of the pandemic. Providing financial support provides a way out of domestic violence.

PSAC BC Region and the VIRWC are holding a virtual event remembering the 14 women who were murdered during the Montreal Massacre on **Sunday, December 6, 2019 at 5:10 pm**. The day and time of the first murder. Please inform your members about the memorial.

Help us make our memorial a successful one to End Violence Against Women.

Please contact nancysermons@gmail.com regarding your donation.

With Deepest Respect In Solidarity,

Karolyn Jones

Chair, Vancouver Island Regional Women's Committee
PSAC BC, Karolyn.c.jones@gmail.com

On the 31st anniversary of the 1989 Montreal massacre and the
National Day of Remembrance and Action on Violence Against Women

End Violence Against Women Virtual Memorial

SUNDAY DECEMBER 6TH, 2020

5:00 - 5:40 PM via ZOOM

This event is open to all. Please RSVP at www.psacbc.com/memorial
Zoom coordinates will be sent out via email in advance of the event.



Geneviève Bergeron
Hélène Colgan
Nathalie Croteau
Barbara Daigneault
Anne-Marie Edward
Maud Haviernick
Maryse Laganière
Maryse Leclair
Anne-Marie Lemay
Sonia Pelletier
Michèle Richard
Annie St-Arneault
Annie Turcotte
Barbara Klucznik

**PLEASE HELP US SUPPORT LOCAL WOMEN'S ORGANIZATIONS
BY MAKING A FINANCIAL CONTRIBUTION.**

Cheques can be made out to VIRWC and mailed to Victoria Regional Office, 210 - 1497 Admirals Road, Victoria BC V9A2P8

Sponsored by the Public Service Alliance of Canada Vancouver Island Regional Women's
Committee. For more information contact PSAC at (250) 953-1050 or urrutim@psac-afpc.com

