



# Minutes of CUPE 951

## General Meeting

### April 28, 2021

11:45-1:15 p.m.

*Held using the Zoom video-conferencing platform*

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Meeting ID: 964 4620 3037

Passcode: 677919

#### **1. Announcements**

Today, April 28<sup>th</sup> is the Canadian National Day of Mourning, for workers who have died or were injured on the job.

Kirk Read CUPE 951's Day of Mourning statement, which is included in the link.

A link to a poster commemorating CUPE members lost on job in 2020 is included at the end of the minutes.

More information may also be found on the CUPE 951 website:

<http://www.cupe951.ca/april-28-national-day-of-mourning/>

A Moment of Silence was held in memory of those who died, were injured, or became sick going to work in 2020

An updated Calendar is included at the end of the minutes

Laurie read the United Nations Days to note and they will be included at the end of the minutes

#### **2. Roll Call of Officers & Stewards – LSW**

10 members of the Executive, Trustees, Sergeant-At-Arms, & 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 is included at the end of the minutes

Kirk read # 62 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](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 and updated information on the Provincial Health Officer's latest orders.

If you are working from home, please ensure you have safe emergency exits

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from your home and that your home work station is ergonomically correct. If you are working on campus, please ensure you know where the emergency exits and muster points are.

For any questions about Health & Safety please contact: Pat Shade – Co-Chair Joint CUPE 951/University OH&S Committee at: [pshade@uvic.ca](mailto:pshade@uvic.ca)

#### **6. Green Statement – KM**

Kirk read the local's Green Statement (originally written by retired CUPE 951 member, Michèle Favarger – a copy is included at the end of the minutes

#### **7. Attendance Report & Welcome – CJ/KM**

##### **a. Number of Members Signed-In – CJ**

Catherine reported that 25 members and 1 guest were signed into the Zoom video-conference meeting at 12:06 p.m.

Quorum is 20

##### **b. Welcome/Oath of New Members – KM**

Kirk announced there was 1 new membership application from last meeting – Tammy Doyle  
Kirk welcomed Tammy and swore her in with the Oath of Membership – Tammy agreed to the Oath

#### **8. Approval of the Standard Agenda**

##### **a. Additions**

None

##### **b. Changes**

None

***Motion: That the standard agenda be approved as circulated – MSCarried***

#### **9. Approval of the Minutes From Previous Meeting**

##### **a. The minutes were posted on the CUPE 951 website.**

In future members will receive one pdf with all the documents for the meeting: previous minutes, agenda, etc.

##### **b. Errors/Omissions**

None

***Motion: That the minutes from the March 24, 2021 general meeting be approved – MSCarried***

#### **10. Matters Arising From the Minutes**

##### **a. None**

#### **11. Treasurer's Report – MR**

The financial statements were shared on screen and Michael went through the information on them

The balances from our General and Defense accounts are quite healthy.

Kirk and Laurie both thanked Michael for his regular financial reports explaining the finances of the local clearly and efficiently.

For any questions about the Treasurer's report please contact Michael Rheault at: [mrheault@uvic.ca](mailto:mrheault@uvic.ca)

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

#### **12. Executive Board Report – PS From the April 7th Executive meeting: Executive Strategic Transition Retreat**

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Outgoing executive members would be there in the morning only, to help facilitate a smooth transition from the outgoing executive to the incoming executive. The afternoon would be for the incoming executive to talk about what they want to accomplish for the coming year

### COVID-19 Update

See UVic's Presidents message re: PHO report

Today's updates include:

Students must wear a face covering over their nose and mouth when in an indoor common area ***or a classroom in a post-secondary institution***, subject to the exceptions noted in section 9 of the Order including when playing a musical instrument, or if there is a physical barrier between a student and others. Please note that the Order does not require faculty and staff to wear a mask in classrooms, unless required by their specific Safe Work Plan, normally in cases where it is difficult to maintain physical distancing.

Faculty and staff must wear a face covering over their nose and mouth in indoor common areas at all times, including when seated in a designated seat, again subject to the exceptions noted in section 9 of the Order. While this may not appear to be a change, the definition of indoor common areas has been expanded and now includes meeting rooms:

- i. elevators, lobbies, hallways, stairwells, bathrooms, break rooms, kitchens, cafeterias, photocopy rooms, supply rooms, **meeting rooms** and workplace or post-secondary institution fitness facilities;
- ii. a workplace vehicle when being used to transport more than one worker for work-related purposes;

iii. a vehicle provided by a post-secondary institution when being used to transport students;

iv. the indoor or sheltered portion of a terminal, station, or other location at which a worker loads or unloads goods from a transportation vehicle.

For the purposes of the Order, masks are not required to be worn by faculty and staff in their own private office or cubicle, a classroom, a learning space in a school or an area in a building under construction, again unless specified by their unit or research Safe Work Plan.

Post Secondary employers must strongly encourage work from private residences, if possible, given the nature of the work involved. Again, this is not a change for UVic. The services and activities we are currently providing on campus have safe work plans in place and are considered essential. Faculty and staff working on campus are supporting on-campus research, instruction, students, staff and faculty, and the safety and security of our campus population and infrastructure. Supervisors and leaders may approve further remote work over the next few weeks for staff members under their supervision whose work can be performed remotely without impacting current on-campus service levels or operations.

Visitors to indoor common areas continue to be required to wear a mask. Again, this is not a change for UVic. Our current safety plans already require visitors to wear masks in all public indoor areas.

Finally, the Order continues to emphasize the need for all faculty, instructors and staff to undertake a daily health check before attending campus.

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For more information about the requirement for the daily health check, including the health check confirmation, please visit the main COVID-19 website.

### **Virtual SHARE Trustees Boot Camp 2021 Follow-up**

It wasn't what was expected – thought it would be an introduction to being a trustee

It was all about how to invest and manage pension investments

It was “swimming in acronym soup”

The Summit was better and had more variety of information

### **Union Protein Project.**

We are still interested in participating in the Vancouver Island District Council Union Protein Project campaign planned for December 2021.

For any questions about this report, please contact Pat Shade at: [pshade@uvic.ca](mailto:pshade@uvic.ca)

### ***Motion: That the Executive Board report be approved – MSCarried***

## **13. President's Report – KM**

Welcome friends,

A quick follow up to the Letter Of Agreement (LOA) for Union time off, an agreement that our local has had in place since 2000.

This LOA has allowed the President and the Chief Steward to be available as full time Union officers to meet with Human Resources on many issues and give the home departments financial support so they can backfill those positions paid half by the Union and half by the University. The Union is still waiting a response by the University from our meeting on March 25<sup>th</sup>

In March the employer had come to the Union wanting to end the Chief Stewards agreement, this will lead to the Chief Steward returning to their full time job in the Library. We believe the employer no longer sees the value to the home departments' budget not being impacted by the obligations of the Union officers that led to the LOA many years ago. We hope to hear back by April 30<sup>th</sup>

On April 13 and 22 the University Coordinated Barraging Committee (UCBC) met to go over the first steps of the provincial cost share campaign and review research on a province-wide online survey of 2,047 BC residents to explore their awareness and perceptions on post-secondary education in BC.

Also on April 22 the UVic solidarity group comprised of the PEA, UVic FA, CUPE locals 917, 951, 4163 and the USW union that has workers in the Student Union Building (SUB) met to talk about ongoing issues we all face from Human Resources and how we are operating under the Provincial Health Officer's (PHO) orders. These meeting have proven to be very helpful with coordinating opinion (op-ed) articles in the Times Colonist and Black Press. Flowing from this we have created an Island wide group that includes UVic, Royal Roads University (RRU), Camosun, Vancouver Island University (VIU), and North Island College (NIC) and will be meeting on April 29.

I would like to announce that both 917 and 951 have now added (Plan C) Orthodontics to the CUPE Supplement Fund application form. Please go to our website: <http://www.cupe951.ca/> to access the form or contact our office.

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The CUPE BC virtual Convention 2021 is fast approaching on May 19, 2021. Our local submitted 7 resolutions this year along with the CUPE Vancouver Island District Council. This will be new ground for all of us to navigate and we look forward to the debate on the virtual floor.

In closing, we shall mourn on April 28<sup>th</sup> those who have died on the job, and fight for the living! As we recognize the National Day of Mourning. Created almost 40 years ago by CUPE.



**In addition, Kirk added the following:**

The Supplemental Fund was negotiated into our Collective Agreement (c/a) to supplement the cost of buying hearing aids, in addition to the \$1800 benefit from Pacific Blue Cross.

It was only used 3 times – so the locals met to discuss a better way of using the supplemental fund where it would benefit more members. It was decided to add Plan C Orthodontics – so on a go-forward basis from April 27, 2021 members can receive an additional \$250 from the supplemental fund for orthodontics

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

For any questions about this report, please contact Kirk Mercer at:  
[presidentcupe951@uvic.ca](mailto:presidentcupe951@uvic.ca)

**14. Chief Steward's Report – TG**

Issues of particular concern this month:

**LAYOFFS AND REOPENING** - the University is moving ahead with plans for reopening in September yet we still have members who have been laid off with no word on recall. What is more concerning is possible layoffs still to come.

**MEDICAL APPOINTMENTS** - the University appears to be trying to unilaterally change the Collective Agreement (c/a) provisions on time off for medical appointments. A meeting with the Employer is being scheduled for next week to discuss this sudden change that would severely restrict our members' ability to access medical care.

**EMERGENCY LEAVE** - a grievance has been advanced to stage 2 on the use of Emergency Leave. Again the Employer seems to be unilaterally changing the meaning of the language in our c/a to deny our members this long-standing benefit.

**In order to get a better picture of historical usage, please share with me any instances of you, or anyone you know, using the emergency leave provision of our CA. If you took a day to deal with a flooded basement, car breakdown, damaged roof, or any domestic emergency please let me know so we can show how this has been used for years.**

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You can remove someone from your benefits plan at any time, however there is a very narrow window of opportunity, with many restrictions for adding someone. We've tried to change this in Bargaining, but the Employer will not move on this issue.

For any questions about the Chief Steward's report, please contact Ted Godwin at: [chiefstewardcupe951@uvic.ca](mailto:chiefstewardcupe951@uvic.ca)

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

## **15. Other Executive Committees' Reports**

### **a. Elections Committee Report – SL**

The committee received 4 nomination forms so far.

Reminder you can run from the floor, but if you're an active member get your nomination forms in as soon as possible so the committee can create the ballots.

If you submit your nomination form, then it can be put up on our website and you can add information to it (i.e. campaign)

The vote will be held using the Zoom video-conference platform voting options. Please encourage all your co-workers to join the virtual meeting and vote (so we get quorum).

### **b. University Safety Committee – PS**

**Covid 19 update** – from Kane Kilbey/Andy Mavretic/Rob Johns:  
The Province issued new Health orders (included at the end of the minutes).

UVic's website to be updated with new information from the Provincial Health Officer.

The Province announced 3 hours paid leave for employees without a Collective Agreement to get their COVID-19 vaccination.

### **New business – Andy Mavretic**

There are new Work Safe BC (WSBC) regulations: Hearing protection is required when noise in the workplace exceeds limits of 85db or 140db peak.

### **First quarter claims – Andy Mavretic**

6 claims: 2 approved, 1 pending, 2 disallowed and 1 suspended.

**Emergency Planning update** – Rob Johns  
Getting ready for Emergency Preparedness week.

### **Personal Safety Coordinator Update –**

Fiona Puszka

Working with local safety committees.  
There are still some transients on Campus.  
Reaching out to help students in need.

**WorkSafe BC** – Elizabeth Errington/Andy Mavretic

March claims report (see new business)  
WSBC Inspection reports – Andy Mavretic.  
No new inspections, no closures.

### **Other Business**

Discussion on whether a COVID-19 vaccination will be required to be on Campus. Answer No!

### **c. Communications Chair – AR**

50<sup>th</sup> anniversary t-shirts – everyone who requested a t-shirt should have received it by now.

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Members who received a 55<sup>th</sup> Anniversary t-shirt are encouraged to submit a photo wearing the t-shirt to Amy Issel at [amyrowe@uvic.ca](mailto:amyrowe@uvic.ca). Photos will be collected for collages on the website and social media.

For any Communication Committee questions, please contact Amy Issel at: [amyrowe@uvic.ca](mailto:amyrowe@uvic.ca) or [cupelocal951@gmail.com](mailto:cupelocal951@gmail.com)

**d. Education Committee Report – BG**

Union education is for all members, you do not have to be on the Executive or a steward in order to attend. You will be booked off and the local will pay your wages for the time you are in the workshop.

The local has an extensive library of educational recordings of Lancaster House webinars on a great range of topics.

Ted Godwin won a free registration to the Labour Law Online Conference from CUPE BC.

The local is sending 3 people to the Lancaster House 39<sup>th</sup> Annual Labour and Policy Conference, June 8-10, 2021

Barbara Gordon is the Chair of the CUPE 951 Education Committee.

Barbara's term is up in May and she won't be standing for re-election. It's a fun job and you should consider running for the Education Chair position

For any Education Committee questions, please contact Barbara Gordon at: [bgordon@uvic.ca](mailto:bgordon@uvic.ca)

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

**16. Agreement Study Committee – KM**

The committee met on April 13, 2021 and will meet again on April 30, 2021. The committee plans to meet for ½ a day per month to see how far we can get reviewing the contract. We are looking through the entire Collective Agreement looking for anything that requires updating or changing. The committee will stand down at the September 2021 General Meeting when the Negotiating committee is elected. The committee will pass our information on to the Negotiating committee.

**17. Trustees Report – MG**

No Report

For more information/questions, please contact:

Mohit Garg: [mgarg@uvic.ca](mailto:mgarg@uvic.ca)

Page DeWolfe: [cdewolfe@uvic.ca](mailto:cdewolfe@uvic.ca)

Andrea Roszmann: [aroszmanna@uvic.ca](mailto:aroszmanna@uvic.ca)

**18. Nominations, Elections or Installations**

a. None

**19. Reports of Committees, Delegates**

**a. CUPE National Persons With Disabilities Committee – PS**

Pat reported on the National PWD committee meeting held recently: Members reported problems with a lack of accommodations during COVID across the country – CUPE National is looking into it



**b. Victoria Labour Council (VLC) – KM**

VLC is highlighting issues with School District 61's budget cuts. The district is making a huge cut to the School District's budget which would see them eliminating music programs and also affecting the Education Assistants (EAs) and inside workers.

For more information watch the news:

<https://www.cbc.ca/news/canada/british-columbia/bc-school-district-61-victoria-music-cuts-uncertainty-1.6003721> or YouTube: <https://www.youtube.com/watch?v=Bq9tyanArEA>

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

**20. Unfinished Business**

- a. None

**21. New Business**

- a. None

**22. Adjournment**

The meeting adjourned at 1:00 p.m.

The Executive Elections will be held at the May General Meeting (our next meeting).

***Motion: to adjourn the meeting at: 1:00 p.m. – MSCarried***

**Next General Meeting:**

**May 26, 2021**

**11:45 – 1:15 p.m.**

**Executive Elections will be held, so please try to attend to elect your new Executive (the ones elected in odd years)**

**Using the Zoom Video-Conference Platform  
Watch for the meeting invite email!**







*Since the beginning of 2020,  
14 CUPE members lost their lives because  
of work:*

*Last year 173 workers lost their lives from a  
workplace injury or disease.*

*We don't have statistics for the number of  
workers who were injured or affected by  
disease because of work.*

*Now, families and communities are left to  
mourn*

*We are all responsible for ensuring our  
workplaces are healthy and safe*

[Day of Mourning | Canadian Union of Public  
Employees \(cupe.ca\)](https://cupe.ca/day-of-mourning)

### **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.



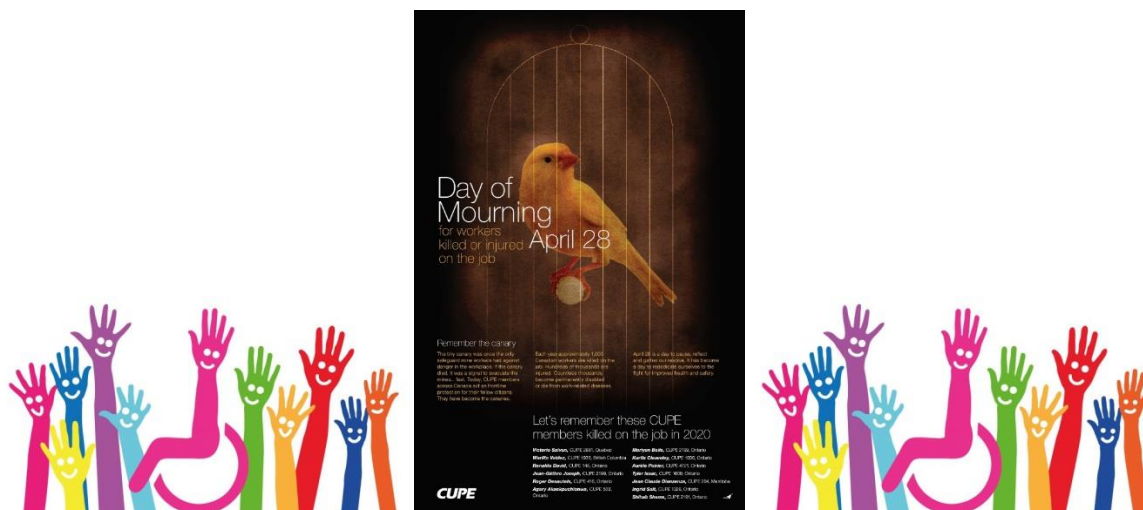
**We are all different and that is beautiful!**

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## United Nations International Days and Other Important Dates to Note:

March 28<sup>th</sup> – Respect Your Cat Day  
April 2<sup>nd</sup> – National Ferret Day  
April 3<sup>rd</sup> – National Birding Day  
April 4<sup>th</sup> – World Rat Day  
April 6<sup>th</sup> – National Siamese Cat Day  
April 7<sup>th</sup> – International Beaver Day  
April 8<sup>th</sup> – National Anti-Bullying Day  
April 8<sup>th</sup> – Zoo Lovers Day  
April 9<sup>th</sup> – National Unicorn Day  
April 10<sup>th</sup> – National Hug Your Dog Day  
April 11<sup>th</sup> – National Pet Day  
April 12<sup>th</sup> – International Day of Human Space Flight  
April 14<sup>th</sup> – World Chagas Disease Day – raising awareness of neglected tropical diseases  
[https://www.who.int/en/news-room/fact-sheets/detail/chagas-disease-\(american-trypanosomiasis\)](https://www.who.int/en/news-room/fact-sheets/detail/chagas-disease-(american-trypanosomiasis))  
April 21<sup>st</sup> – World Creativity and Innovation Day  
April 22<sup>nd</sup> – Anniversary of CUPE 951 becoming certified in 1965  
April 22<sup>nd</sup> – International Girls in ICT Day  
April 22<sup>nd</sup> – International Mother Earth Day  
April 23<sup>rd</sup> – World Book and Copyright Day  
April 24<sup>th</sup> – International Day of Multilateralism and Diplomacy for Peace  
April 24<sup>th</sup> – World Pet Parent Day (last Saturday in April)  
April 24<sup>th</sup>-30<sup>th</sup> – World Immunization Week  
April 25<sup>th</sup> – World Malaria Day  
April 25<sup>th</sup> – International Delegate's Day – Delegates bring the United Nations to life:  
<https://www.un.org/en/observances/delegates-day>  
April 26<sup>th</sup> – International Chernobyl Disaster Remembrance Day – April 26, 1986  
<https://www.un.org/en/observances/chernobyl-remembrance-day>  
April 26<sup>th</sup> World Intellectual Property Day  
**April 28<sup>th</sup> – World Day for Safety and Health at Work**  
April 28<sup>th</sup> – International Guide Dog Day  
April 30<sup>th</sup> – International Jazz Day  
April 30<sup>th</sup> – National Hairball Awareness Day  
May 2<sup>nd</sup> – World Tuna Day  
May 3<sup>rd</sup> – World Press Freedom Day  
May 6<sup>th</sup>-11<sup>th</sup> – UN Global Road Safety Week  
May 8<sup>th</sup> – World Migratory Bird Day  
May 8<sup>th</sup> – Time of Remembrance and Reconciliation for Those Who Lost Their Lives During the Second World War  
May 13<sup>th</sup> – National Frog Jumping Day  
May 15<sup>th</sup> – International Day of Families  
May 16<sup>th</sup> – International Day of Living Together in Peace  
May 16<sup>th</sup> – International Day of Light  
May 17<sup>th</sup> – World Telecommunication and Information Society Day  
May 20<sup>th</sup> – World Bee Day  
May 21<sup>st</sup> – International Tea Day  
May 21<sup>st</sup> – World Day for Cultural Diversity for Dialogue and Development  
May 22<sup>nd</sup> – International Day for Biological Diversity  
May 23<sup>rd</sup> – International Day to End Obstetric Fistula  
May 25<sup>th</sup>-31<sup>st</sup> – Week of Solidarity with the Peoples of Non-Self-Governing Territories  
May 26<sup>th</sup> – Vesak, the Day of the Full Moon

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. Go to: <https://nationaltoday.com/animal-holidays/> for more information about the animal dates.



The Provincial Health Officer's (PHO) response to this phase of the COVID-19 pandemic is continuing to evolve this month.

On April 19, Dr. Bonnie Henry announced an extension to the [province-wide Public Health Orders](#) in response to the significant increase in COVID-19 cases, particularly variants of concern. The measures, which will continue until at least 11:59 pm May 24, restrict indoor social activities, including group exercise classes, dining at restaurants, bars and pubs, and religious gatherings and worship services. The impact of these restrictions on our campus is summarized on our main [COVID-19 website](#).

On April 23, Minister Mike Farnworth introduced measures that [restrict travel](#) within the province in an effort to limit the spread of COVID-19. At this time, all non-essential travel outside your health authority region is not permitted. This includes travel into and out of BC and between regions of the province, travel for a vacation, and travel to visit friends or family outside of your household or core bubble. Fortunately, travel for work and for educational purposes is considered essential. This includes travel for students who are returning to their homes at the end of term, arriving on campus for the summer term, or participating in practical learning activities such as fieldwork, practicums, and clinical placements. We have published information about these restrictions on the main [COVID-19 website](#) as well.

Today, we have been advised of key changes made to the [PHO Workplace and Post-secondary Institution Safety Order](#) to respond to an increase in community transmission and COVID-19 cases, and to support the WorkSafeBC requirement for COVID-19 Safety Plans to ensure consistent mask wearing in indoor common areas and classrooms.

Today's updates include:

- Students must wear a face covering over their nose and mouth when in an indoor common area **or a classroom in a post-secondary institution**, subject to the exceptions noted in section 9 of the Order including when playing a musical instrument, or if there is a physical barrier between a student and others. This is the most significant change introduced today. Students were already required to wear a mask in indoor common areas, however effective immediately, all students will be required to wear masks in classrooms at all times, including when they are seated at a designated seat or

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workstation. Classrooms have been broadly defined as *an indoor area in or provided by a post-secondary institution in which the instruction of students takes place or in which students are engaged in educational activities*. Common examples of such spaces include classrooms, lecture halls, teaching laboratories, computing facilities, art studios, theatre and music facilities, study spaces, research labs and other research facilities. We will endeavour to broadly communicate this new expectation and assist to ensure unit safe work plans (SWP) are updated as efficiently as possible. Please note that the Order does not require faculty and staff to wear a mask in classrooms, unless required by their specific SWP, normally in cases where it is difficult to maintain physical distancing.

- Faculty and staff must wear a face covering over their nose and mouth in indoor common areas at all times, including when seated in a designated seat, again subject to the exceptions noted in section 9 of the Order. While this may not appear to be a change, the definition of indoor common areas has been expanded and now includes meeting rooms:
  - i. elevators, lobbies, hallways, stairwells, bathrooms, break rooms, kitchens, cafeterias, photocopy rooms, supply rooms, **meeting rooms** and workplace or post-secondary institution fitness facilities;
  - ii. a workplace vehicle when being used to transport more than one worker for work-related purposes;
  - iii. a vehicle provided by a post-secondary institution when being used to transport students;
  - iv. the indoor or sheltered portion of a terminal, station, or other location at which a worker loads or unloads goods from a transportation vehicle.

For the purposes of the Order, masks are not required to be worn by faculty and staff in their own private office or cubicle, a classroom, a learning space in a school or an area in a building under construction, again unless specified by their unit or research Safe Work Plan.

- Post-Secondary employers must strongly encourage work from private residences, if possible, given the nature of the work involved. Again, this is not a change for UVic. The services and activities we are currently providing on campus have safe work plans in place and are considered essential. Faculty and staff working on campus are supporting on-campus research, instruction, students, staff and faculty, and the safety and security of our campus population and infrastructure. Supervisors and leaders may approve further remote work over the next few weeks for staff members under their supervision whose work can be performed remotely without impacting current on-campus service levels or operations.
- Visitors to indoor common areas continue to be required to wear a mask. Again, this is not a change for UVic. Our current safety plans already require visitors to wear masks in all public indoor areas.
- Finally, the Order continues to emphasize the need for all faculty, instructors, and staff to undertake a daily health check before attending campus. For more information about the requirement for the daily health check, including the health check confirmation, please visit the main [COVID-19 website](#).

Thank you for all of your assistance with communicating and implementing the many changes that have been introduced in the recent months. As noted above, OHSE will endeavour to create an update to the safe work plan addendum to capture these recent orders, and provide to units for posting. We will continue to monitor and adjust to the evolving COVID-19 public policy environment. For up-to-date guidance and information about the university's ongoing COVID-19 response, please visit the [COVID-19 website](#).

Thank you,

