



Minutes of CUPE 951

June 23, 2021

Held using the Zoom video-conferencing platform

Meeting ID: 881 2654 8297
Passcode: 439152

1. Announcements

Greater Victoria CUPE Scholarship – Joanne Scott

The Greater Victoria CUPE Scholarship application is up on the 951 website. Please share with your friends and anyone under the age of 25. The application is also on the 917 website as they also contribute to the scholarship.

A link to the CUPE 951 website was put in the chat: <http://www.cupe951.ca/links-resources/cupe-scholarships/>

UVic Peloton – Pat Shade

Kara White is recruiting for the UVic Peloton again this year. The ride to conquer cancer has changed names to *Tour de Cure* but the team is still going strong. Kara wanted to let 951 members know about it, especially since the University President is on the team and there may be more news coverage this year.

The Tour de Cure is BC's biggest cycling fundraiser for the BC Cancer Foundation to help break down cancer!

The UVic Peloton will be riding 100km or 160km this year and all are welcome to join the team.

The money we raise for the BC Cancer Foundation will support leading clinicians, scientists, and researchers whose search for new discoveries and improved patient outcomes will have a real impact in our

communities throughout the province, across Canada, and around the world.

This is your opportunity to do something challenging and rewarding. And you won't do it alone.

Cancer doesn't stop, and neither will we.

Amy Issel is also participating on the UVic team.

Please join us today! For more information contact Kara White at kmwhite@uvic.ca or check out our website: <https://tourdecure.ca/team/UVic>

An updated Calendar is included at the end of the minutes.

United National International Days—Laurie Whyte

Laurie read the UN International Days & National Canadian dates.

A copy is included at the end of the minutes.

Every Child Matters T-Shirts – Pat Shade/Laurie Whyte

The UVic Bookstore is now open and selling Orange Shirt Day (Every Child Matters) t-shirts for \$20 each with profits going to the UVic Elders

When you are purchasing Every Child Matters/Orange Shirt Day T-Shirts, please make sure you are purchasing them from a reputable source. Entrepreneurs have stolen the Indigenous Artists' designs and

are selling them online on orange t-shirts for profit with no money going to the Indigenous artists or Indigenous Elders. The Post-Secondary Institutions on the Island are good places to purchase an Orange Shirt Day T-Shirt and the profits from the t-shirt sales go towards Indigenous Elders/initiatives.

2. Roll Call of Officers & Stewards – LSW

11 members of the Executive & Stewards participated in the meeting

Recognition of the Territory – PS & KM

Pat read the local's recognition of the Territories where the University stands – a copy is included at the end of the minutes

Kirk read #52 & 53 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

Equality Statement – PS

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

Health & Safety – Emergency Preparedness – PS

Members are encouraged to go to the University's OHSE website: COVID-19 Health and Safety:
<https://www.uvic.ca/ohse/covid-19/index.php> for up-to-date information on safely returning to work on campus.

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

Green Statement – PDW

Page read the local's Green Statement – a copy is included at the end of the minutes

3. Attendance Report & Welcome/Oath

a. Number of Members Signed-In – CJ

Catherine reported that 23 members were signed into the Zoom video-conference meeting at 12:19 p.m.

Quorum is 20

b. Welcome/Oath of New Members – KM

Kirk announced there were 2 new membership applications:

Leng Jax

Danielle Driscoll

There were no objections so Leng and Danielle were approved as members in good standing of CUPE 951

Kirk read the Oath of Membership

4. Approval of the Agenda

a. Additions

None

b. Changes

None

Motion: That the agenda be approved as circulated – MSCarried

5. Approval of the Minutes From Previous Meeting

- a. The minutes of the May 26, 2021 General meeting were posted on the CUPE 951 website and were also circulated with the notice of this meeting and accompanying documents

b. Errors/Omissions

No errors or omissions were noted

Motion: That the minutes from the May 26, 2021 general meeting be approved – MSCarried

6. Matters Arising From the Minutes

- a. None

7. Treasurer's Report – KM

Michael was absent from the meeting, so Kirk gave the report Michael had prepared.

The financial statements were shared on screen. Kirk went over the statements and answered any questions.

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

8. Executive Board Report – PS

Union Protein Project, discussion continues, Michael Rheault (Treasurer) is the point person.

Union time off LOA, extension to June 30, 2021 has been signed.

Executive Strategic Transition Retreat is scheduled for June 28th full day for all Executive and Trustee's.

Canadian Mental Health Association – Workplace Training programs. It is very expensive so have passed it off to Human Resources as they were interested.

The executive has recommended supporting 15 resolutions to be submitted to CUPE National convention 2021, brought forward by Laurie Whyte.

The Executive approved the participation of 1 member in the 2021 Accommodation Law Webinar series.

There will be an election for 2 delegates to attend the CUPE National Convention November 22nd to 26th, 2021. It will be held either online or in Vancouver.

For any questions about this report, please contact Pat Shade at: pshade@uvic.ca

Motion: That the Executive Board report be approved -- MSCarried

Resolutions – LSW

Laurie read the 15 resolutions that the CUPE 951 Executive approved to be submitted to the CUPE National convention 2021, while Kirk shared the document on screen.

Motion: that CUPE 951 submit the 15 resolutions presented (attached at the end of the minutes) to the CUPE National convention 2021 – MSCarried

9. President's Report

Kirk read the highlights of his report. The complete report was sent with the meeting invite and is included below:

Welcome friends,

June 3rd the 917 and 951 committee for the Supplemental fund meet to review all the applications that have come in since the announcement at the April general meeting. As of June 21 we have forwarded the successful applicants accounting for payment.

On June 4 HR meet with both Vice Presidents and myself to discuss the employer's response to the meeting we held on March 19th on the Union time off LOA. The outcome of that meeting lead to a new LOA that has the Chief Stewards position extended till Dec 31, 2021. The LOA also has the parties meeting again on Nov 12 to discuss what steps will be taken prior to end of this agreement. Stay tuned. June 8 & 10 Myself with Ted Godwin and Heidi Loveridge attended the 39th Lancaster Labour and Policy conference, this included major case law and legislative updates, employer rules and employee rights in a pandemic, practical advice on obtaining health information.

June 16-18 I attended the Canadian Labour Congress convention online, some highlight: all the CUPE endorsed candidates for new leadership were elected. New President Bea Bruske, Sec Treasure Lily Chang, Executive Vice Presidents Larry Rousseau, Siobhan Vipond, Indigenous workers Gloria Lepine, LGBTQ2SI workers Gina McKay, Alt Sussanne Skidmore. Young workers: Deena Kapacila, Labour Council Vice President Pacific Region: Darlene Rotchford.

There was a per capita increase resolution that passed, this will be covered by CUPE National, and we will not see any increase on our end. Another resolution that passed deleted language that made it not possible

to run for election if you were older than 65. Others included Pharmacare and Health Care, Women's economic justice, Anti-Scab Legislation, protecting and expanding Canada Post, Oppose Conservative Governments, and support for the NDP.

Emergency resolutions: Honouring the 215 Kamloops residential victims and implementation the 94 TRC calls to action; Stop Anti-Asian hate and violence; and Stop Islamophobia hate and violence.

On June 19 I attended the Miner's Memorial in Cumberland and laid a bouquet of flowers on behalf of the local and the Victoria Labour Council.

In Solidarity,
Kirk Mercer, President CUPE 951

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

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

10. Chief Steward's Report

One new grievance was filed this month on behalf of a member alleging discrimination in the workplace. The Stage one meeting will be held next week.

No grievances were resolved this month.

One dispute under the Expedited Dispute Resolution Process for Accommodation issues has a meeting date set with the Arbitrator early in July. The matter is related to accommodation and COVID and it appears that the strategy from the employer is to simply wait out the pandemic rather than accommodate our member.

One regular layoff happened this month with a reorganization in a department. That member was presented with a vacant position and placed within 72 hours.

Currently we have 5 outstanding grievances.

The Pandemic hasn't seemed to have an effect on grievances. It's actually been easier to schedule a zoom meeting with Human Resources.

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

11. Other Executive Committees' Report

a. Communications Committee Report – AI

Last month we adjusted our website so that anything posted there will automatically go onto our Facebook and Twitter accounts.

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

b. Education Committee Report – BG

Thanks to Laurie for keeping me up-to-date on resources I don't have; and Thanks to Amy for putting educational information on our website.

You can apply for union education without having to be an Executive or Steward; your wages are covered and you don't have to pay for travel or other necessities – the union covers these costs.

Best of Luck to Heidi who was elected as the new Education Chair and I would be glad to get together to pass over physical resources.

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

c. RTWA Steward Report – LSW

If you have a medical reason for needing to continue to work remotely, the University has a new physician's certificate tailored for COVID.

Human Resources have reinstated the practice of using a Request for Accommodation (RFA) form to start the Return to Work & Accommodation (RTWA) process.

If you have a medical need for accommodation, please contact a RTWA Steward: Laurie Whyte or Pat Shade. We can help you complete the RFA form, advise you on the best way for your physician to complete the physician's certificate, and help guide you through the RTWA process.

d. University Safety Committee – PS

June 29th 2:30 via Zoom

Covid 19 update: Kane Kilby/Andy Mavretic: PHO update-Masks recommended not mandatory see UVic web page for details on phase 3 reopening July 1st.

Safe work plans to change into Communicable Disease plans.

Return to Campus Guidelines will be out soon.

Classroom ambassador program may be extended in to December but at a reduced number.

Facilities Management is evaluating all buildings for MIRV-13 levels.

90% of buildings will meet or exceed MIRV-13 standards or better, list of non-conforming buildings will be out by September.

Confined spaces consultation – Darryl Hucalak: training is almost completed.

Emergency Planning update – Rob Johns: Safety app and UVic notification worked flawlessly with heat closure.

PSC Update – Keith Cascon: Reminder to close all office windows when leaving for the night. There are still transients on Campus. Fire extinguisher training will resume shortly.

May Claims report – There were 3 claims: 2 resulted in time loss, 1 resulted in health care.

e. Trustees Report – MG

No Report

For more information/questions, please contact:

Mohit Garg: mgarg@uvic.ca

Page DeWolfe: cdewolfe@uvic.ca

Andrea Roszmann: aroszmanna@uvic.ca

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

12. Nominations, Elections or Installations

a. Election for Two Delegates to CUPE National Convention 2021

Nominated:

- Ted Godwin – Declined
- Amy Issel – Accepted
- Laurie Whyte – Accepted
- Michael Rheault – Accepted (in Writing)
- Page DeWolfe – Accepted

Kirk launched a poll and there were two names tied for the least amount of votes; another poll was launched to determine which of the two would be the Alternate.

Elected:

- i. Amy Issel
- ii. Page DeWolfe
- iii. Laurie Whyte (alternate)

Motion: That CUPE 951 support Amy Issel and Kara White with a donation of \$100 for the Tour de Cure. – Amended to \$100 each

Amended Motion: That CUPE 951 support Amy Issel and Kara White with a donation of \$100 each for the Tour de Cure – MSCarried

13. Reports of Committees, Delegates

a. Personal Benefits Committee Report – PS

Pat gave the report on behalf of Kara White

The last meeting was held June 8th

The Global pandemic has impacted claim behavior and usage. Many service providers closed during the early months of the pandemic and treatments were deferred. By the end of 2020 claims were returning to normal levels and it is likely 2021 will likely see higher levels of claims as members catch up on their treatments.

Extended Health Plan

- Annual surplus after 4 years of deficit
- Cumulative deficit reduced by half
- Claims reduced by 12.6% in 2020
- No adjustment to premium rates recommended for 2021

Dental Plan

- Annual surplus after 4 years annual deficit
- Cumulative surplus due to the 21% reduction in claims
- No adjustment to premium rates recommended for 2021

Increase in Long Term Disability claims but many are identified as likely to return to work.

Morneau Shepell has been rebranded to LifeWorks.

Decrease in the numbers of staff, faculty, and families accessing EFAP. Participation in online sessions is robust.

July 1st rollout of LifeWorks on-line total wellbeing platform.

For more information/questions please contact Kara White: kmwhite@uvic.ca

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

14. Unfinished Business

- a. None

15. New Business

- a. None

16. Adjournment

Motion: to adjourn the meeting at: 1:15 p.m. – MSCarried

We stand down general meetings for July and August. Our next general meeting will be September 29, 2021 and will be through the Zoom Video-Conference Platform. After that we will likely do a hybrid version of in-person and zoom meetings

If you have any hesitancy around returning to campus contact Kirk or Ted. If you have a medical reason for not being able to return to working on campus, contact Laurie or Pat.

The University wants everyone returned to campus before they implement any remote working arrangements. Guidelines for Remote Work Arrangements can be found on the University's website: [rwa-package-fillable-forms.pdf \(uvic.ca\)](https://www.uvic.ca/rwa-package-fillable-forms.pdf)

As of September 7, 2021 all Safe Work plans will be discontinued.

Next CUPE 951 General Meeting:

September 29, 2021

11:45 – 1:15 p.m.



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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!

CALENDAR UPDATE to CUPE 951 General meeting – June 2021 – DRAFT
(* under consideration) (Changes are underlined)

June 2 - Executive Meeting via Zoom- Kirk Mercer, Ted Godwin, Pat Shade, Bo Love, Laurie Whyte, Michael Rheault, Amy Issel, Barbara Gordon, Teresa Dixon

June 8, 10 - 39th Annual Labour Arbitration and Policy Conference - Kirk Mercer, Ted Godwin, Heidi Loveridge

June 10 - CUPE BC Executive Board – Kirk Mercer, Pat Shade, Laurie Whyte

June 16 VLC – Kirk Mercer, Ted Godwin, Michael Rheault

June 14 - CUPE National/ CUPE BC caucus at CLC convention – Kirk Mercer

June 16-18 – CLC Convention – Kirk Mercer

June 19 – Miners Memorial – Cumberland – Kirk Mercer

June 23 – General Meeting

June 28 – Executive Strategic Transition retreat - Kirk Mercer, Ted Godwin, Pat Shade, Bo Love, Laurie Whyte, Michael Rheault, Amy Issel, Barbara Gordon, Teresa Dixon, Heidi Loveridge, Page DeWolfe, Mohit Garg, Andrea Roszmann

July 7 - Executive Meeting via Zoom- Kirk Mercer, Ted Godwin, Pat Shade, Bo Love, Laurie Whyte, Michael Rheault, Amy Issel, Barbara Gordon, Teresa Dixon, Heidi Loveridge

July 8 CUPE BC Executive Board – Kirk Mercer, Pat Shade, Laurie Whyte

August 4 - Executive Meeting via Zoom- Kirk Mercer, Ted Godwin, Pat Shade, Bo Love, Laurie Whyte, Michael Rheault, Amy Issel, Barbara Gordon, Teresa Dixon, Heidi Loveridge

August 5 CUPE BC Executive Board via zoom - Kirk Mercer, Pat Shade, Laurie Whyte

September 1 - Executive Meeting via Zoom- Kirk Mercer, Ted Godwin, Pat Shade, Bo Love, Laurie Whyte, Michael Rheault, Amy Issel, Barbara Gordon, Teresa Dixon, Heidi Loveridge

September 2 CUPE BC Executive Board via zoom - Kirk Mercer, Pat Shade, Laurie Whyte*

September 15 VLC – Kirk Mercer, Ted Godwin, Page De Wolfe, Michael Rheault

September 23-24 CUPE BC Executive Board – Anvil Centre, New Westminster – TBD- Kirk Mercer, Pat Shade, Laurie Whyte*

September 24 VIDC strategic planning Meeting – Nanaimo - Kirk Mercer, Pat Shade, Laurie Whyte, Page DeWolfe, Amy Issel

September 25 VIDC Meeting – Via Zoom - Kirk Mercer, Pat Shade, Laurie Whyte, Page DeWolfe, Ted Godwin, Amy Issel, Michael Rheault

Sept 29 – General Meeting

October 6 - Executive Meeting via Zoom- Kirk Mercer, Ted Godwin, Pat Shade, Bo Love, Laurie Whyte, Michael Rheault, Amy Issel, Barbara Gordon, Teresa Dixon, Heidi Loveridge

October 13-14 OBCM – Richmond

October 20 VLC – Kirk Mercer, Ted Godwin, Page De Wolfe, Michael Rheault

Oct 27 – General Meeting

November 3 - Executive Meeting via Zoom- Kirk Mercer, Ted Godwin, Pat Shade, Bo Love, Laurie Whyte, Michael Rheault, Amy Issel, Barbara Gordon, Teresa Dixon, Heidi Loveridge
November 17 VLC – Kirk Mercer, Ted Godwin, Page De Wolfe, Michael Rheault
Nov 17 – General meeting
November 22-26 CUPE National Convention, Vancouver*
December 1-2 CUPE BC Executive Board – Anvil Centre, New Westminster – TBD- Kirk Mercer, Pat Shade, Laurie Whyte
December 4 VIDC Meeting Nanaimo - Kirk Mercer, Pat Shade, Laurie Whyte, Ted Godwin, Amy Issel, Michael Rheault, Page DeWolfe
December 6 - Executive Meeting via Zoom- Kirk Mercer, Ted Godwin, Pat Shade, Bo Love, Laurie Whyte, Michael Rheault, Amy Issel, Barbara Gordon, Teresa Dixon, Heidi Loveridge
December 8- General meeting
December 15 – VLC – Kirk Mercer, Ted Godwin, Page De Wolfe, Michael Rheault

United Nations International Days & Canadian National Days – June-July

June is National Indigenous History Month and Pride Season in Canada

June 24th – Saint-Jean-Baptiste Day
June 26th – International Day Against drug Abuse & Illicit Trafficking & UN International Day in Support of Victims of Torture
June 27th – Micro, Small and Medium-sized Enterprises Day
Canadian Multiculturalism Day
June 29th – International Day of the Tropics
June 30th – International Asteroid Day & International Day of Parliamentaryism
July 1st – Canada Day Statutory Holiday
July 3rd – International Day of Cooperatives
July 11th – World Population Day
July 15th – World Youth Skills Day
July 18 – Nelson Mandela International Day
July 20th – World Chess Day
July 25th – World Drowning Prevention Day
July 28th – World Hepatitis Day
July 30th – International Day of Friendship
World Day Against Trafficking in Persons



September 30th – National Truth and Reconciliation Day

A bill creating a national holiday to commemorate the tragic history and lasting effects of Canada's residential school system, and to honour Indigenous survivors and their families and communities, received royal assent June 3 after passing unanimously in the Senate.

The National Day for Truth and Reconciliation, a new statutory holiday for employees in federally regulated workplaces, will be observed Sept. 30.

This date coincides with Orange Shirt Day, which began in 2013 and involves wearing orange shirts to honour Indigenous children forced to leave their families to attend residential schools.

The orange shirt came to symbolize the experiences and abuse suffered by children at residential schools after Phyllis Webstad, a member of the Stswechem'c Xgat'tem First Nation, shared her story of her first day going to school on the Dog Creek reserve in British Columbia.

Phyllis's grandmother had given her a new orange shirt with laces to wear on her first day; when she arrived at the school, all of Phyllis's clothes were taken and never returned.

"The colour orange has always reminded me of that and how my feelings didn't matter, how no one cared and how I felt like I was worth nothing," Phyllis writes on the Orange Shirt Day website. "All of us little children were crying and no one cared."

Wearing an orange shirt on Sept. 30 has become a way for Canadians to show that ***Every Child Matters***, the slogan adopted by the Orange Shirt Day organization.

Establishing a national holiday was one of the 94 recommendations from the Truth and Reconciliation Commission. It is anticipated the holiday will be accompanied by educational campaigns similar to Remembrance Day.

For more information about United Nations International Days/Weeks: [International Days and Weeks | United Nations](#)

For more information about Important Canadian Dates: [Important and commemorative days - Canada.ca](#)

