



Minutes of CUPE 951

General Meeting

September 29, 2021

11:45-1:15 p.m.

Held using the Zoom video-conferencing platform

Meeting ID: 812 5020 3715

Passcode: 391170

1. Announcements

Pat Shade: you can now purchase a 4-month bus pass through Campus Security, and have it encoded onto your UVic OneCard

An updated Calendar is included at the end of the minutes

A list of United Nations International days for October is included at the end of the minutes. Here are a just few days to note:

September 30th – National Truth and Reconciliation Day

October 1 – International Day of Older Persons

October 2 – International Day of Non-Violence

October 5 – World Teachers' Day

2. Roll Call of Officers & Stewards – LSW

10 members of the Executive, Stewards, Trustees, & Sergeant-At-Arms 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 #56, 57 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

Kirk spoke about the National Day for Truth and Reconciliation and activities that are taking place in Greater Victoria – [National Day for Truth and Reconciliation events in Greater Victoria | Times Colonist](#)

CUPE BC's statement on the new National Day for Truth and Reconciliation is included at the end of the minutes

4. Equality Statement – PS & LSW

Pat and Laurie shared reading 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

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

6. Green Statement – PDW

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

7. Attendance Report & Welcome

1. Number of Members Signed-In – CJ

Catherine reported that 26 members were signed into the Zoom video-conference meeting at 12:10 p.m.

Quorum is 20

2. Welcome/Oath of New Members – KM

Kirk announced there were 9 new membership applications:

Robyn Edge
Elizabeth England
Joanah Bo
D'Arcy Briggs
Leyland Bradley
Sonja Kujansuu
Jean Dickerson
Janey Clarke
Cassidy Crowe

As per procedure, Kirk asked if there were any objections to these 9 people becoming members of CUPE 951. There were no objections, so Kirk read the Oath of Membership and all 9 new members accepted.

8. Approval of the Agenda

1. Additions

None

2. Changes

Move: **17. Nominations, Elections or Installations** to #12, after **11. Matters Arising From the Minutes**

Motion: That the agenda be approved as amended – MSCarried

9. Approval of the Minutes From Previous Meeting

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

2. Errors/Omissions

None were noted

Please email any grammatical/typo/spelling errors to Secretary Laurie Whyte:

lwhyte@uvic.ca

Motion: That the minutes from the June 23, 2021 general meeting be approved – MSCarried

10. Matters Arising From the Minutes

1. None

11. Nominations, Elections or Installations

1. Sick Bank Committee (3 to be elected in each year)

- **Nominated/Acclaimed:**
 1. Amy Issel – acclaimed
 2. Stephen Leckie – acclaimed
 3. Andrea Roszman – acclaimed

2. Personnel Benefits/Pension Committee

1. **Nominated/Acclaimed:**
 1. Michael Rheault – acclaimed
 2. Kristen Copp – acclaimed
 3. Kara White – acclaimed

3. Occupational Health & Safety Committee

- **Nominated/Acclaimed:**
 1. Amy Issel – acclaimed
 2. Janice Closson – acclaimed
 3. Kara White – declined
 4. Cassidy Crowe – acclaimed

4. Career Development Fund Committee

- **Nominated/Acclaimed:**
 1. Ashley Lakas -- acclaimed
 2. Louise Peters – acclaimed

5. Negotiating Committee

- The President (Kirk Mercer) and Chief Steward (Ted Godwin) are automatically on the committee
- 3 members are elected and 3 members are appointed for a total of 8 members on the committee (including the President & Chief Steward)
- Agreement Study Committee members: Kirk Mercer, Laurie Whyte, Amy Issel, Mike Rheault, Page DeWolfe, Ted Godwin, Heidi Loveridge, Tera Domeli, Ashley Jellico, Pat Shade

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- **Nominated/elected:**
 1. Laurie Whyte – accepted – elected
 2. Michael Rheault – accepted – elected
 3. Page DeWolfe – accepted – not elected
 4. Amy Issel – accepted – elected
 5. Tera Domeli – not present to accept nomination
 6. Pat Shade – declined – would agree to be an Alternate or to be appointed, if necessary

Three more members will be appointed to the committee taking into consideration: equity and representation from different sectors of the bargaining unit.

6. Education Chair

- **Nominated/acclaimed:**
 1. Ashleigh Carlson – acclaimed

7. Trustee – Term: (3-years) – 2021-2024 – Andrea Roszman resigned from her Trustee position

- **Nominated/acclaimed:**
 1. Stephen Leckie – acclaimed

Kirk read the Oath of Office and all newly elected members agreed to it.

12. Treasurer's Report – MR

The financial statements for August & September were shared on screen and Michael went over the figures for the membership.

Michael also presented the August 2021-July 2022 budget and it was shared on screen for members to review as Michael walked them through it.

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

Motion: to approve the CUPE 951 2021-2022 budget – MSCarried

Michael thanked the CUPE 951 Trustees and the CUPE 951 Executive Assistant, Kira Bradley, for all their hard work assisting him with the financial work.

13. Executive Board Report – PS

A Motion: To reappoint all current Contract and Standing Committee members was discussed and approved.

This included the Communications, Scholarship CUPE, Environment, Good & Welfare, Grievance, Human Rights & Equity Issues, and Political Action Committees.

A Motion: to appoint Ashley Carlsen as the Acting Education Chair until an election is held at the September general meeting was discussed and approved.

The [Motion: that CUPE 951 purchase the Lancaster House Special Audio Bundle Promotion: Identifying and Investigating Workplace Bullying and Harassment](#) was discussed and approved.

Michael Rheault presented the draft 2021/2022 Budget and it was discussed. Michael will make some adjustments and the budget will be circulated to the Executive once more before being presented to the members for approval at the September 29th general meeting.

A new role-based email has been created for the Education Chair
cupelocal951edc@gmail.com

We are trying to revitalize the RTWA program and get RTWA Steward meetings going again once everyone is back on campus. There will be a focus on recruiting new RTWA Stewards. Currently there are only 3 RTWA Stewards: Pat Shade, Laurie Whyte & Kara White. We need to get more people involved and trained.

Bargaining Survey. The bargaining survey has been presented to the agreement study committee for approval via email and will be sent to the membership soon.

In solidarity

1st VP Pat Shade

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

Motion: That the Executive Board report be approved – MSCarried

14. President's Report – KM

Welcome friends,

Over July and August, I continued to meet with the Faculty Association, PEA and CUPE 4163 and the GSS on growing concerns on what the return to campus would be like come Sept 7th. On June 24th we sent a joint letter to the UVic administration regarding air flow, the reliance on the go forward guidelines.

" We are also aware that the government will be removing mask mandates before the fall, and the university seems unwilling to mandate masks anywhere on campus in the absence of government requirements. Given our concerns for the health and safety of our members, we respectfully request that the University consider mandating masks in all university buildings".

Their response on July 5 was this “Our practice to date has been successfully guided by Dr. Henry and her team, and we have every reason to continue to trust her judgement and the expertise on her team and at WorkSafeBC. The BC Restart indicates that masks in public indoor settings will be a personal choice during Step 4”

Again, UVic was only willing to do the bare minimum. As you are aware, our local ran a survey on August 17, 2021 asking members what they would support for the fall re-opening plan with the Delta variant causing the COVID-19 case count to surge. 86% of members who responded had agreed that CUPE 951 should advocate that the University ask the BC Government to allow UVic to mandate all members of the university community, who will be working or studying on campus, in the fall of 2021 be fully vaccinated, unless they meet medical or religious exemptions.

Our local worked with the Faculty Association, PEA and CUPE 4163 to issue a press release on August 24, 2021 advocating for further measures to be put in place by the University. Can be found on our website.

I understand that members were not 100% in favour and our local will continue to represent the needs of all members as the University moves to implement this new plan.

Within all of this our executive also had a strategic transition retreat via zoom on July 7th to map and plan the next year from a bargaining survey, reviewing our territorial acknowledgment, looking at other ways to communicate, Instagram/YouTube, creating a Diversity Member at large position, trustee training, doing a privacy audit, executive training though CUPE National.

I am hopeful that as the fall slowly starts to get back to a better place our committees will start to thrive again with some new folks willing to help carry the load.

We have grown over the past 2 years leaning how to pivot to embrace new ways to hold meetings to stay connected with you. I realize how this has opened opportunities to give a small amount of meaningful time to allow us to keep everything moving on your behalf.

I wish to personally thank our stewards and executive who have made it possible for our local to steady the storm so many of us are facing throughout this pandemic. When we all work together we are at our best.

In Solidarity,

Kirk Mercer
President CUPE 951

Motion: CUPE 951 donate \$500 to Together Against Poverty (TAPS) for their Employment Standards Legal Advocacy Project (ESLAP) – MS

Motion: CUPE 951 donate \$500 to the CUPE BC Wildfire Fund – MSCarried (1 opposed)

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

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

15. Chief Steward's Report

Remote work opportunities: it's a department by department decision; they can approve or disapprove whether to have any Remote Work Arrangements (RMA); all the union can do is make sure everyone within a department is treated equally – i.e. if two people apply doing the same job, one can't be approved and one not be approved.

The Union doesn't and can't object to the University's vaccination policy (i.e. disclose your vaccination status and if not vaccinated or you don't disclose, then you must undergo weekly rapid COVID testing); there is a third option if you don't want to get vaccinated, or don't want to disclose your vaccination status and you don't want to submit to the rapid testing, you can take an unpaid leave of absence.

Renewal Ratification of Stewards – done on an annual basis

Steward Appointments:

Laurie Whyte

Pat Shade

Kara White

Andrea Roszman

Motion: That CUPE 951 ratify: Laurie Whyte, Pat Shade, Kara White and Andrea Roszman as stewards for the local for 2021-2022 – MSCarried

Kirk read the Oath of Office for the Stewards and all agreed.

Note: Pat Shade is phasing out his union involvement as he moves towards retirement. He will continue as an RTWA Steward, with his current cases, but will not take on any new cases.

We are looking to recruit more stewards – the local will provide training and mentoring for any volunteers.

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

Submit all remaining Executive & Committee reports to the Secretary for inclusion in the minutes: lwhyte@uvic.ca

16. Other Executive & Committees' Reports

1. Communications Committee Report – AI

No Report

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

amyrowe@uvic.ca or cupelocal951@gmail.com

2. Education Committee Report – AC

No report

- For more information/questions, please contact Ashleigh Carlsen:
cupelocal951edc@gmail.com

17. Trustees Report – MG

No Report – Thanks to the Trustees for all their hard work.

For more information/questions, please contact:

Mohit Garg: mgarg@uvic.ca

Page DeWolfe: cdewolfe@uvic.ca

Stephen Leckie: k1smet@uvic.ca

18. Reports of Committees, Delegates

1. There wasn't time to hear any report – if you have a report, please submit it to the Recording Secretary: lwhyte@uvic.ca for inclusion in the minutes.

19. Unfinished Business

1. None

20. New Business

1. None

21. Adjournment

Motion: to adjourn the meeting at: 1:16 p.m. – MSCarried

Next General Meeting:

October 27, 2021

11:45 – 1:15 p.m.

Using the Zoom Video-Conference Platform



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, July, Aug, Sept 2021 –

(* 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 11 – Agreement Study Committee meeting via zoom- Kirk Mercer, Ted Godwin, Tera Domeli, Amy Issel, Page DeWolf, Heidi Loveridge, Ashely Jellicoe, Laurie Whyte, Michael Rheault

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

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

June 16-18 – CLC Convention – Kirk Mercer

June 19 – Miners Memorial – Cumberland – Kirk Mercer

June 23 – General Meeting

June 28 – **Cancelled** 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 Strategic Transition retreat - Kirk Mercer, Bo Love, Ted Godwin, Laurie Whyte, Michael Rheault, Barbara Gordon, Page DeWolfe, Mohit Garg, Andrea Roszmann

July 8 - Solidarity meeting via Zoom- PEA, 951,917,4163, USW 2009, UVICFA – Kirk Mercer

July 20-22 - CUPE BC Think Tank – via Zoom Kirk Mercer, Pat Shade, Laurie Whyte

July 29 - CUPE BC Executive Board via zoom - Pat Shade, Laurie Whyte

August 11 - Executive Meeting via Zoom- Ted Godwin, Pat Shade, Laurie Whyte, Michael Rheault, Amy Issel, Barbara Gordon

August 17 - Solidarity meeting via Zoom- PEA, 951,917,4163, USW 2009, UVICFA – Kirk Mercer

August 19 – Consultation with EQHR on Equity Policy Review – Kirk Mercer, Ted Godwin, Laurie Whyte

August 20 - Vancouver Island Post Secondary Solidarity meeting via Zoom - CUPE, PEA, FA, BCGEU, FPSE – Kirk Mercer

August 26 – CUPE BC Executive evening meeting- Kirk Mercer, Pat Shade, Laurie Whyte

August 31 – UVic new employee welcome event via zoom- Kirk Mercer, Ted Godwin

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

September 1 - CUPE BC All president call – Kirk Mercer

September 2 – CUPE BC Post-Secondary meeting – Kirk Mercer

September 15 VLC – Kirk Mercer, Ted Godwin, Michael Rheault

September 23-24 VIDC strategic planning Meeting – Parkville - Kirk Mercer, Laurie Whyte, Page DeWolfe, Amy Issel

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

Sept 29 – General Meeting via Zoom

September 29 CUPE BC Executive Board via zoom - Kirk Mercer, Pat Shade, Laurie Whyte

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

October 19-20 OBCM – Online via Zoom Kirk Mercer, Laurie Whyte, Amy Issel, Page DeWolfe, Ashley Jellico, Pat Shade

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

October 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, Ashleigh Carlsen

November 17 VLC – Kirk Mercer, Ted Godwin, Page De Wolfe, Michael Rheault

November 17 – General meeting

November 21-26 CUPE National Convention, Vancouver- Kirk Mercer, Pat Shade, Amy Issel, Page DeWolfe, Laurie Whyte

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, Ashleigh Carlsen

December 8- General meeting

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



United Nations International Days

September 30th – National Truth and Reconciliation Day
October 1 – International Day of Older Persons
October 2 – International Day of Non-Violence
October 5 – World Teachers' Day
October 9 – World Post Day
October 10 – World Mental Health Day
October 11 – International Day of the Girl Child
October 13 – International Day for Disaster Reduction
Second Saturday of October – World Migratory Bird Day
October 15 – International Day of Rural Women
October 16 – World Food Day
October 17 – International Day for the Eradication of Poverty
October 20 – every 5 years beginning in 2010 – World Statistics Day
October 24 – United National Day & World Development Information Day
October 27 – World Day for Audiovisual Heritage
October 31 – World Cities 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.



CUPE BC Statement on National Day for Truth and Reconciliation

CUPE BC's Executive Board today issued the following statement:

This Thursday, September 30, is the first observance of the new federal statutory holiday to mark a National day for Truth and Reconciliation. CUPE BC supports reconciliation, and we hope that CUPE members in British Columbia will look at September 30 as a day of commemoration to honour the Survivors of Indian Residential Schools, their families and those affected intergenerationally. This is not only a day to mourn and remember the children who never came home, but to find individual ways to learn more, share more and create a path forward toward reconciliation. The establishment of this national statutory holiday is Call to Action #80 of the [94 Calls to Action](#) from the Truth and Reconciliation Commission (TRC).

The recent discovery of thousands of Indigenous children buried in unmarked graves on the sites of former residential schools across the country has heightened the awareness of Canada's racist and genocidal residential school system.

We know that September 30th is going to be a very difficult and challenging day for Indigenous survivors and their families, and we urge anyone who needs assistance to reach out for help by calling the Indian Residential School Survivors Society crisis support line at 1-800-721-0066.

To mark this first observance of Truth and Reconciliation Day, CUPE BC will be making two donations of \$5,000 each to the [First Nations Child and Family Caring Society](#) and the [Orange Shirt Society](#) to assist with the essential work these organizations are doing to support survivors and to shine more light on the incredible damage done to generations of Indigenous people. CUPE BC will also purchase 200 copies of *"Spirit Bear: Honouring Memories, Planting Dreams"* by Cindy Blackstock, and will be sending a copy to every CUPE Local in the province. The book is a resource for learning about topics of reconciliation. Reconciliation means something different to everyone, so do your own learning and begin the journey in solidarity with Indigenous people.

CUPE BC is calling on the B.C. government to honour the TRC's Call to Action #82, which asks each provincial government to work with Indigenous Survivors to commission and install a Residential Schools Monument in each provincial capital.

We strongly encourage all CUPE members—and all British Columbians—to learn more about the destructive legacy of residential "schools" and the ongoing effects that we also ask that people wear an orange shirt to show solidarity with Survivors and their families, and to remember and mourn the children who never returned home. Here are a few resources:

[The Truth and Reconciliation Commission's](#) 94 Calls to Action can be found [here](#).

[First Nations Child and Family Caring Society](#)

[Government of Canada](#) National Day for Truth and Reconciliation

[CBC's "Beyond 94" website](#)

[Orange Shirt Society](#)

Information on the United Nations Declaration on the Rights of Indigenous Peoples can be found [here](#).

To participate in a public event, check these listings for an event near you:

BC Federation of Labour: <https://bcfed.ca/events/september-30-national-day-truth-and-reconciliation>

<https://www.orangeshirtday.org/british-columbia.html>

Victoria area: <https://www.timescolonist.com/news/local/national-day-for-truth-and-reconciliation-events-in-greater-victoria-1.24360391>

"I do not see this as a holiday. I see it as a paid day of leave with focus on truth and reconciliation. We've asked employees to think about that."—a Saskatchewan politician.



Leadership is not about being in charge. Leadership is about taking care of those in your charge.

Simon Sinek

