



# **Minutes of CUPE 951**

## **General Meeting**

### **November 17, 2021**

**11:45-1:15 p.m.**

*Held using the Zoom video-conferencing platform*

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**Meeting ID: 812 3387 6408**

**Passcode: 418527**

#### **1. Announcements**

An updated Calendar is included at the end of the minutes

A list of United Nations International Days for December is included at the end of the minutes along with some information about December 6<sup>th</sup> National Day of Remembrance and Action on Violence Against Women and Girls

Greater Victoria CUPE Scholarship Committee – Joanne Scott

December 3<sup>rd</sup> is the International Day for Persons with Disabilities

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

12 members of the Executive, Stewards, Trustees, & Sergeant-At-Arms participated in the meeting

#### **3. Recognition of the Territory – KM**

Kirk read an expanded, personalized recognition of the Territories where the University stands – a copy of the usual recognition is included at the end of the minutes

Kirk read #15 & 16 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 – Shared**

Laurie started reading the CUPE National Equality Statement: <https://cupe.ca/equality-statement> and Pat and Michael finished reading it.

#### **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: Amy Issel – Co-Chair Joint CUPE 951/University OH&S Committee at: [amyrowe@uvic.ca](mailto:amyrowe@uvic.ca).

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Amy has taken over Co-Chair of the Joint Committee from Pat Shade – thanks Pat for all your work on the committee.

**6. Green Statement –**

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

**7. Attendance Report & Welcome**

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

Catherine reported that 18 members were signed into the Zoom video-conference meeting at 12:14 p.m., so we do not have quorum at this time.

Quorum is 20

*As we did not have quorum, we were not able to make any motions, so some reports were read, but could not be approved. If we achieve quorum later in the meeting, we will go back to the agenda and deal with approvals and motions.*

**b. Welcome/Oath of New Members –**

**8. Approval of the Agenda**

**a. Additions**

None

**b. Changes**

None

*We came back to this point in the agenda after we received quorum at 12:28 p.m.*

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

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

**a.** The minutes were posted on the CUPE 951 website and were also circulated with the notice of the meeting and agenda, November 16, 2021

**b. Errors/Omissions**

None

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

[lwhyte@uvic.ca](mailto:lwhyte@uvic.ca)

*Motion: That the minutes from the October 27, 2021 general meeting be approved – MSCarried*

**10. Matters Arising From the Minutes**

**a.** None

**11. Treasurer's Report – MR**

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The financial statements were shared on screen and Michael went through the figures for the members.

There was a discussion about moving funds from the General Fund to the Defence Fund. The Treasurer and Trustees have been discussing this, so we can expect an adjustment soon.

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 – MSCarried***

## **12. Executive Board Report – PS**

***Motion: that CUPE 951 increase the cell subsidy for the Executive Assistant position to \$60 per month MSCarried***

***E-Vote #28-10-2021 – Motion: That CUPE 951 send Amy Issel to the CLC Winter School 2022, Week 1 (January 16-21, 2022) – Women in Leadership MSCarried***

***Recommendation: to bring the original motion (That Local 951 participate in the VIDC Protein for People campaign 2021 up to \$1,000) to the November General Meeting to be voted on.***

***Motion to take forward to the November General Meeting: that CUPE 951 purchase \$1,000 worth of gift cards from unionized grocery stores in Victoria as prizes for the December 8<sup>th</sup> Holiday Social.***

***Motion to take forward to the November General Meeting: that CUPE 951 donate \$100 to each of the 5 Greater Victoria Area Food banks.***

***Motion: that CUPE 951 send the President and Chief Steward or designate to the Lancaster House Labour Arbitration & Policy Conference December 1, 2021. MSC***

***Motion: that CUPE 951 spend up to \$100 to purchase the 'Mental Health Disabilities at work: A Practical Guide for Employees, Employers, and Unions' book. MSC***

***Motion: that CUPE 951 purchase the MP3 for the Lancaster House 'Crossing the Line? Distinguishing between legitimate management, harassment, and borderline behaviours' webinar at a cost of \$265 + tax. MSC***

In Solidarity, Pat Shade 1VP CUPE 951

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

**We reached quorum at 12:28 p.m.**

***Motion to adjust the agenda to continue discussion on the Executive Board report and then go back to the beginning of the agenda – MSCarried***

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***Motion: that Local 951 participate in the VIDC Protein for People campaign 2021 up to \$1,000 -- MSCarried***

***Motion: that CUPE 951 purchase \$1,000 worth of gift cards from unionized grocery stores in Victoria as prizes for the December 8<sup>th</sup> Holiday Social – MSCarried***

***Motion: that CUPE 951 donate \$100 to each of the 5 Greater Victoria Area Food banks – MSCarried***

The 5 Greater Victoria Food Banks are: the Sooke Food Bank, the Mustard Seed Food Bank, the Saanich Lions Peninsula Food Bank, the Sidney Food Bank, the Langford/Colwood Food Bank, and the University of Victoria Students' Society (UVSS) Food Bank

***Amendment to increase the amount of the donation to \$250 to each of the 5 Great Victoria Area Food banks – MSCarried***

***Amended motion: that CUPE 951 donate \$250 to each of the 5 Greater Victoria Area Food banks – MSCarried***

We do budget up to \$5,000 for our Holiday Social and won't be spending that much this year as we will have to hold our Holiday Social virtually again this year, so we will have more money for donations.

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

### **13. President's Report – KM**

I met with the Faculty, PEA and other UVIC CUPE presidents on November 1<sup>st</sup>, to talk about COVID related issues, recall / layoffs and remote work. We shared the CUPE post secondary cost share website: <https://act.newmode.net/action/canadian-union-public-employees/fund-bcs-future>

This features 3 digital ads and a website to highlight the funding issues that BC faces – it's time to invest in BC's colleges and universities.

After reviewing the Bargaining Survey, the negotiation committee is working on drafting proposals for the next round of bargaining. Our current contract ends on March 31, 2022. Next week the CUPE National Convention will be held online from November 21-26 and delegates Pat Shade, Amy Issel, Page DeWolfe, Laurie Whyte and myself will attend. We look forward to updating the local at the December 8<sup>th</sup> general meeting.

We would have liked to have an in-person/hybrid holiday meeting for December 8<sup>th</sup>, but the executive and I had to make the decision to hold our December 8<sup>th</sup> meeting via zoom. I understand most of us are back on campus but hosting a large gathering to sit and eat together just couldn't be done at a comfort level that serves all our members.

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The local has had a LOA for Union time off 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. It also gives the home departments of the President and Chief Steward financial support, half paid by the Union and half by the University, and certainty so that they are able to backfill those positions.

On June 4 Human Resources met with both of the local's Vice-Presidents and myself to discuss the employer's response to the meeting held on March 19th to discuss the Union time off LOA. The outcome of that meeting led to a new LOA that ensured the Chief Steward's position would be extended until December 31, 2021.

The Union met again on Monday the 15th of November to talk about concerns raised by the Union if the Chief Steward's book-off was not to continue along with the President's, until March 31, 2022. The fact that we have seen a reduction in the number of stewards from 9 in 2019 to only 4 in 2021 (and 3 of those are RTWA Stewards) leads to the conclusion that the Chief Steward will need more time off to deal with members and Human Resources. If the Chief Steward were no longer booked off, it would negatively impact their department as they would no longer receive funding from Human Resources and the union to pay for the backfill of the position.

Our Vice-Presidents will respond to Human Resources next week on this matter.

In Solidarity, Kirk Mercer, President CUPE 951

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

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

#### **14. Chief Steward's Report – TG**

One new grievance filed in the last month added to the group of three from last month on the use of remote work for accommodations.

We have been hearing reports of departments denying participation in Modified Work Week (MWW aka "flex") agreements for those working remotely. This is not permitted and if you have been denied participation for the days you are working remotely please send details to: [chiefstewardcupe951@uvic.ca](mailto:chiefstewardcupe951@uvic.ca) so we can pursue this issue.

We had two permanent layoffs from CUPE 951 positions this past month with both members electing to take a severance package.

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

***We lost quorum at 12:58 p.m. and could not approve any motions***

#### **15. Other Executive & Committee Reports**

##### **a. Communications Committee Chair Report – AI**

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No report

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)

**b. Education Committee Chair Report – AC**

No report

For more information/questions, please contact Ashleigh Carlsen:  
[cupelocal951edc@gmail.com](mailto:cupelocal951edc@gmail.com)

**16. Trustees Report – MG**

No Report

For more information/questions, please contact:

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

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

Stephen Leckie: [k1smet@uvic.ca](mailto:k1smet@uvic.ca)

**17. Nominations, Elections or Installations**

**a. None**

**18. Reports of Committees, Delegates**

**a. CUPE BC Libraries Committee – Ashley Jellico**

The CUPE BC Library Committee met on November 9<sup>th</sup>, 2021. Among many issues discussed was the problem surrounding library work in general – how it is understood and the precariousness of the work across all sectors (public, K-12, College/University). It has come to our attention that not only the public, but also members of the CUPE communities across BC, do not necessarily know or understand all the work that gets done in libraries, let alone how often these jobs are underfunded, overworked, and largely temporary or term contracts, providing little to no stability for those employed in these positions.

In order to try to draw attention both to some of these problems and the incredible diversity of work done in libraries, the Library Committee is looking for 2-3 people from each sector in various library positions to have their photo taken and do a short interview. The photo and interview will be used for primarily promotional materials (e.g. postcard-style handouts) at local libraries, library conferences, and CUPE gatherings; however, candidates should be aware that the photo release form provided by CUPE is a blanket waiver, which allows CUPE to use the image in whatever manner they see fit.

We are looking to complete the preliminary stages of this project (photos and interviews) before the end of January 2022. Interested parties can contact me, Ashley Jellicoe, at [ajellicoe@uvic.ca](mailto:ajellicoe@uvic.ca) for more information or to volunteer to participate.

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For more information about the CUPE BC Libraries Committee please contact Ashley Jellicoe [ajellicoe@uvic.ca](mailto:ajellicoe@uvic.ca)

**b. CUPE BC Persons with Disabilities Committee – Laurie Whyte/Pat Shade**

Pat Shade is the Chair of the CUPE BC Persons with Disabilities (PWD) Committee and Laurie Whyte is Co-Chair of the committee.

The committee met November 8 to set its priorities for the coming term, including recommendations and motions to the CUPE BC Executive.

The Committee is undertaking a 'Not All Disabilities Are Visible' campaign to raise awareness of invisible disabilities, such as mental health issues. As part of this campaign, the committee is asking members with invisible disabilities to share their stories for an article in the May issue of CUPE BC's Public Employee magazine.

The committee also recognized the intersectionality of all the CUPE BC Equity Committees and is hoping to help facilitate a meeting of the Chairs and Co-Chairs of the 6 CUPE BC Equity Committees: Pink Triangle, Women's, Indigenous, PWD, Racialized Workers, and Young Workers so we can map out a way to work together on our common goals.

The committee will be asking the CUPE BC Executive to include the word 'accessibility' in their Equity, Diversity, Inclusion, Truth & Reconciliation slogan so that it would read: Equity, Diversity, Inclusion, Accessibility, Truth & Reconciliation. We're also asking that instead of future committee meetings being held in-person, that they be hybrid: in-person and virtual in order to accommodate those who may have difficulty travelling, due to disabilities and/or travel conditions – e.g. it's difficult to get flights from Northern BC and driving during the Winter months is not always safe.

The committee already has ideas for several resolutions for the 2022 CUPE BC Convention and will be working on those and our Convention Report at our January 2022 meeting.

For more information about the CUPE BC PWD Committee please contact: Pat Shade [pshade@uvic.ca](mailto:pshade@uvic.ca) and/or Laurie Whyte [lwhyte@uvic.ca](mailto:lwhyte@uvic.ca)

**c. CUPE BC Pink Triangle Committee – Page DeWolfe**

The Pink Triangle Committee met November 2<sup>nd</sup> by Zoom. Our first order of business was to confirm changing LGBTQ2SIA+ to 2SLGBTQIA+ within our language in order to recognize that our Indigenous two spirit siblings were here before settlers. Additionally, we discussed our other goals for the term which included ongoing support of the All Blood is Equal campaign, working on supporting our locals in bargaining with gender inclusive language and possible improvements to benefits for trans and other queer

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members. We are working to reach out to and add Indigenous or 2S representation on our committee or at least find a member willing to weigh in so that we are not speaking to lived experience that is not ours. Additionally, we are reaching out to the equivalent committee in HEU to coordinate on future campaign work.

For more information about the CUPE BC Pink Triangle Committee please contact Page DeWolfe [cdewolfe@uvic.ca](mailto:cdewolfe@uvic.ca)

If you have a Committee Report and didn't get a chance to give it at today's meeting, please send the written report to Laurie Whyte ([lwhyte@uvic.ca](mailto:lwhyte@uvic.ca)) to be included in the November General meeting minutes

The December General meeting will be more focused on committee reports, so if you didn't get a chance to give your committee report at today's meeting, you should get a chance to give your report at the December meeting. Please follow up any verbal reports with the report in writing sent to Laurie ([lwhyte@uvic.ca](mailto:lwhyte@uvic.ca)) for inclusion in the minutes.

***We could not move the adoption of the Committee reports as we no longer had quorum***

**19. Unfinished Business**

- a. No Unfinished Business as we no longer had quorum

**20. New Business**

- a. No New Business as we no longer had quorum

**21. Adjournment**

***Motion: to adjourn the meeting at: 1:06 p.m. – MSCarried***

<p>Next General Meeting: Holiday Social December 8, 2021 11:45 – 1:15 p.m. <i>Using the Zoom Video-Conference Platform</i></p>
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**951 Territory acknowledgement (Revised)**

We acknowledge and respect the *Lək'wəḡən* peoples on whose traditional territory CUPE Local 951 conducts its business, and the (*Songhees and Xwsepsum/Kosapsum [Esquimalt]* and *WSÁNEĆ (SṪÁUTW/Tsawout, WJOLÉLP/Tsartlip, BOKÉĆEN/Pauquachin, WSIKEM/Tseycum)* whose historical relationships with the land continue to this day. May we build strong working relationships with all local nations with trust, humility, kindness, respect and continue to walk softly on these ancestral lands



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**Signs of Lekwungen:** This is the land of the Lekwungen People, known today as the Esquimalt and Songhees Nations. As you travel through the city, you will find seven carvings that mark places of cultural significance. To seek out these markers is to learn about the land, its original culture, and the spirit of its people:  
<https://www.victoria.ca/assets/Departments/Parks~Rec~Culture/Culture/Public~Art/arts-lekwungen-brochure.pdf>



**Green Statement – originally 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 •



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*We are all different and that is beautiful!*

**CALENDAR UPDATE** to CUPE 951 General meeting – Nov 2021 – DRAFT

(\* under consideration) (changes are underlined)

Nov 1- Solidarity meeting via Zoom- PEA, 951,917,4163, USW 2009, UVICFA – Kirk Mercer

Nov 2- CUPE BC Pink Triangle meeting – Page DeWolfe

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 3 - negotiation committee caucus- Kirk Mercer, Ted Godwin, Laurie Whyte, Michael Rheault, Amy Issel, Sean Adams, Teresa Dixon, Page DeWolfe and alternates: Pat Shade, Ashley Jellicoe

Nov 4 – CUPE BC Universities committee meeting – Kirk Mercer

Nov 4 – CUPE BC Anti-Privatization committee meeting – Amy Issel

Nov 8 – CUPE BC Skilled trades committee meeting – Kirk Mercer

Nov 8 – CUPE BC Persons with Disabilities committee meeting – Pat Shade, Laurie Whyte

Nov 9 – CUPE BC Library committee meeting – Ashley Jellicoe

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

November 17 – General meeting

November 18-CUPE BC Executive DEI Strategic Plan Review – Kirk Mercer, Laurie Whyte, Pat Shade

November 21-26 CUPE National Convention, Via Zoom/ChimeLive - Kirk Mercer, Pat Shade, Amy Issel, Page DeWolfe, Laurie Whyte

November 29 - negotiation committee caucus- Kirk Mercer, Ted Godwin, Laurie Whyte, Michael Rheault, Amy Issel, Sean Adams, Teresa Dixon, Page DeWolfe and alternates: Pat Shade, Ashley Jellicoe

Nov 29 - Solidarity meeting via Zoom- PEA, 951,917,4163, USW 2009, UVICFA – Kirk Mercer

December 1-2 Lancaster Arbitration/Bargaining – Via Zoom- Kirk Mercer, Ted Godwin\*

December 4 VIDC Meeting Victoria - 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 7- Vancouver Island Post Secondary Solidarity meeting via Zoom - CUPE, PEA, FA, BCGEU, FPSE – Kirk Mercer

December 8- General meeting

December 9-10 CUPE BC Executive Board – Via Zoom- Kirk Mercer, Pat Shade, Laurie Whyte

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

January 16- 21, 2022 CLC winter School – Amy Issel



### **United Nations International Days**



November 17<sup>th</sup> – World Chronic Obstructive Pulmonary Disease Day

November 18<sup>th</sup> – World Philosophy Day

November 19<sup>th</sup> – World Toilet Day

November 20<sup>th</sup> – Universal Children's Day

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November 21<sup>st</sup> – World Day of Remembrance for Road Traffic Victims  
World Television Day  
November 25<sup>th</sup> – International Day for the Elimination of Violence against Women  
November 29<sup>th</sup> – International Day of Solidarity with the Palestinian People  
December 1 – World AIDS Day   
December 2<sup>nd</sup> – International Day for the Abolition of Slavery  
December 3<sup>rd</sup> – International Day of Persons with Disabilities  
December 6<sup>th</sup> – National Day of Remembrance and Action on Violence Against Women and Girls ([The National Day of Remembrance and Action on Violence against Women - Women and Gender Equality Canada](#))  
December 9<sup>th</sup> – International Anti-Corruption Day  
International Day of Commemoration & Dignity of the Victims of the Crime of Genocide & of the Prevention of this Crime  
December 10<sup>th</sup> – Human Rights Day   
December 11<sup>th</sup> – International Mountain Day  
December 18<sup>th</sup> – International Migrants Day  
December 20<sup>th</sup> – International Human Solidarity Day  
December 25<sup>th</sup> – Christmas Day  
December 26<sup>th</sup> – Boxing Day  
December 25<sup>th</sup>-January 1<sup>st</sup> – Statutory Holidays & UVic Holiday Closure

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.



### Elimination of violence against women and girls

Violence against women and girls takes many forms and affects every society. One in three women experience physical or sexual violence in their lifetime, mostly by an intimate partner. Violence against women and girls is a form of gender-based violence.

Canada condemns all forms of violence against women and girls. At the UN (Commission on the Status of Women, General Assembly and the Human Rights Council) and in other forums, Canada supports resolutions to eliminate violence against women and girls.

Canada's work at the UN has contributed to developing a strong Declaration on the Elimination of Violence against Women. It has established and renewed the mandate for a UN Special Rapporteur on violence against women, its causes and consequences.

Canada was instrumental in including sexual and gender-based crimes in the draft Statute for the International Criminal Court and for raising issues of sexual and gender-based violence in digital contexts in multilateral forums. Canada is an international leader in global efforts to end child, early and forced marriage both at the UN General Assembly and the Human Rights Council.

Canada supports the efforts of women's rights organizations and women human rights defenders. Preventing and responding to all forms sexual and gender based violence, including harmful practices is a priority for [Canada's Feminist International Assistance Policy](#).

Canada is committed to helping countries implement the UN Convention on the Elimination of All Forms of Discrimination Against Women.

Violence against women and girls violates their human rights— in every context:

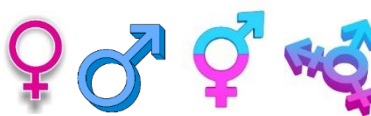
- rape—used as a tool of war
- trafficking in persons
- slavery
- domestic abuse
- female genital mutilation/cutting
- child, early and forced marriage

It is an obstacle to [gender equality](#), development, prosperity, [peace and security](#).

Canada's international humanitarian assistance supports the prevention of and response to sexual and gender-based violence. Canada is the current lead of the Call to Action on Protection from Gender-Based Violence in Emergencies.

**For more information**

- [Canada's Feminist International Assistance Policy](#)
- [Women, peace and security](#)
- [Declaration on the Elimination of Violence against Women](#)
- [UN Special Rapporteur on Violence against Women, its Causes and Consequences](#)
- [Status of Women Canada](#)
- [United Nations Entity for Gender Equality and the Empowerment of Women](#)
- [United Nations Secretary-General's Study on Violence against Women](#)



Women—Men—Transgender--Gender Fluid



The Purple Ribbon campaign begins on November 25, the International Day for the Elimination of Violence Against Women, runs through the National Day of Remembrance and Action on Violence Against Women on December 6, and ends on December 10, International Human Rights Day, encompassing the 16 Days of Activism Against Gender Violence.

You can help create awareness and demonstrate the unacceptability of male violence against women by wearing a purple ribbon lapel pin and placing purple ribbon magnets on vehicles, and by encouraging others to do the same. But it doesn't have to stop there – keep the campaign going and show your support by wearing a purple ribbon every day.

Everyone can wear a ribbon and everyone can help spread the message that violence of any kind is unacceptable. Men, women and children are all encouraged to support this campaign. Violence is rooted in inequality. Help us create equal ground to prevent it

***Stay happy, healthy, safe & strong – and remember to be patient, kind & don't assume.***

***Inclusion—Diversity—Equity—Accessibility = IDEA***

