



Minutes of CUPE 951

General Meeting

October 27th, 2021

11:45-1:15 p.m.

Held using the Zoom video-conferencing platform

Meeting ID: 884 9108 0073

Passcode: 813263

1. Announcements

An updated Calendar is included at the end of the minutes

A list of United Nations International Days for November is included at the end of the minutes

Guest Speakers:

Allana Lindgren, Co-Chair UVic United Way 2021/22 Campaign

Jennifer Vornbrock, Chair UVic United Way 2021/22 Campaign was not able to join the meeting due to another commitment

Allana gave a presentation on the 2021/22 United Way campaign approach, key messages and goals. They are working on updating the UVic United Way Campaign website and it should be ready within the next couple of days

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 #69 and 70 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

TRC Calls to Action #69-70 are particularly relevant as October is National Library Month

4. Equality Statement – Shared

Pat started reading the CUPE National Equality Statement: <https://cupe.ca/equality-statement> and other members joined in to finish 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: Pat Shade – Co-Chair Joint CUPE 951/University OH&S Committee at: pshade@uvic.ca

6. Green Statement – KM

Kirk read the local's Green Statement – a copy is included at the end of the minutes
At future meetings, the new Chair of the Environment Committee, D'Arcy Briggs will be reading the Green Statement

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 12:27 p.m.

We did not have quorum, so could not approve any reports or motions until later in the meeting when we did achieve quorum

Quorum is 20

b. Welcome/Oath of New Members – KM

There were 12 new membership applications:

Tannaz Hosseini
Alisha Lemmen
Jessica Clark
Katreena Canham
Shawna Poitras
Austin Parkhust
Jacinthe Lauzier
Margartia Coppard
Kathleen Laird
Blenda Ferreira
Donna LeBere
Matthew Davies

As we did not have quorum at the beginning of the meeting, Kirk welcomed the new members and give the Oath of Membership towards the end of the meeting when we did have quorum

8. Approval of the Agenda

- a. We were unable to approve the agenda until later in the meeting, as we didn't have quorum

9. Approval of the Minutes from Previous Meeting

a. The minutes were posted on the CUPE 951 website and circulated with the invite to this meeting

b. Errors/Omissions

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

lwhyte@uvic.ca

We were unable to approve the minutes until later in the meeting as we didn't have quorum

10. Matters Arising from the Minutes

a. None

11. Treasurer's Report – MR

No report as Michael was not at the meeting

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

12. Executive Board Report – PS

The Executive met via Zoom on October 6, 2021.

Covid 19 update.

95.6% of students, 97.3% of employees are declaring fully vaccinated.

3% of students, 1.1 % of employees are partially vaccinated.

Many of the unvaccinated are not working or studying on campus.

All Federal employees must be vaccinated – including anyone funded by the Federal government – it doesn't include a rapid testing option, and has a very narrow option for Human Rights, if you are not fully vaccinated, you will be put on an unpaid leave.

All public sector workers must be vaccinated as well

The University can publish the statistics on how many students/employees have been vaccinated fully/partially and how many are undergoing rapid testing – without disclosing any personal information

Any false declaration can be reason for discipline.

We are revising our Territorial Acknowledgement, and we are using a revised version for the time being. We want it to be as respectful as possible and will be seeking advice on how to ensure that it is meaningful and respectful.

Motion: to appoint D'Arcy Briggs to the Environment Committee: MSCarried

Motion: to appoint Michael Rheault, Ashleigh Carlsen, and Nykita Downie to the CUPE 951 Sick Benefit Bank: MSCarried

Motion: to appoint Teresa Dixon to the Joint UVic/CUPE 951 OH&S Committee: MSCarried

Negotiating Committee, we are seeking a technician and a childcare member to be on the committee with the intent to include gender and equity parity in the composition of the committee.

Also discussed support for an Indigenous Welcome ceremony for new CUPE staff. New Faculty and Librarians do this already.

In Solidarity, Pat Shade
1VP CUPE 951

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

President's Report – KM

Welcome friends,

Well October has been a new reality for most of us, returning to campus and working thought the PHO orders and UVic's rapid test mandate. October is also the month when we see the start of the new term for CUPE BC committee's and I am proud to say we have 7 members serving on the Anti- Privatization, Library's, Persons with Disabilities, Skilled Trades, Pink Triangle, and Universities Committees. In addition, we have a new Environment Committee Chair for Local 951 D'Arcy Briggs! Thanks for taking this roll on. We can all look forward to hearing the great work they do over the next 2 years.

I would like to announce the full negotiations committee Myself along with Ted Godwin, Laurie Whyte, Michael Rheault, Amy Issel, Sean Adams, Teresa Dixon, Page DeWolfe and alternates: Pat Shade, Ashley Jellicoe. We will be meeting today to go over the bargaining survey and the recommended changes the agreement study committee worked on during the spring. Our local will be doing Bargaining/Strike training in the first couple of months in 2022.

We will be looking to see if we can book space on campus to hold a hybrid general meeting so we can be as inclusive as possible for everyone's comfort level. We will continue to fight UVic on their lack of ability to accommodate our members who's medical clearly states remote work as an appropriate accommodation.

Although the temporary COVID-19 layoffs have ended, we have 4 members facing permeant layoff and see the employer using the shortage in workload as a rationale, trying to say the work shortage was pre COVID-19.

In Nov your executive will be discussing what we might be able to do for our December 8 general meeting given the current PHO orders.

The PHO orders have been extended to any Health & Wellness Centres in the Community, which includes UVic's Health & Wellness Centre in the HWC, formerly known as TEF

Please take the time to be kind to everyone, we will all get through this and back to a time when we can all meet in person once again share our love of our CUPE 951 Family.

In Solidarity, Kirk Mercer
President CUPE 951

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

We achieved quorum at 12:39 p.m.

We went back to welcome the 12 new members and Kirk read the Oath of Office

Motion: That the minutes from the September general meeting be approved as circulated – MS — not voted on

Discussion: there was an omission in the September minutes: the motion right after the President's Report (page 6) – Motion: CUPE 951 donate \$500 to Together Against Poverty (TAPS) for their Employment Standards Legal Advocacy Project (ESLAP) – MS – did not indicate whether or not the motion was 'carried'. The motion was carried and the minutes have been amended.

Motion: That the minutes from the September general meeting be approved as amended – MSCarried

Motion: to approve the Executive Board Report – MSCarried

Motion: to approve the President's Report – MSCarried

13. Chief Steward's Report – TG

No report as Ted was not at the meeting

Kirk reported briefly on the 4 layoffs in our local

Currently meeting with Human Resources next week regarding 3 failure to accommodate grievances recently filed – the employer refuses to allow members to work remotely as an accommodation

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

14. Other Executive & Committee Reports

a. Communications Committee Chair Report – AI

No Report

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

b. Education Committee Chair Report – AC

No report

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

15. Trustees Report – MG

No Report

For more information/questions, please contact:

Mohit Garg: mgarg@uvic.ca

Page DeWolfe: cdewolf@uvic.ca

Stephen Leckie: k1smet@uvic.ca

16. Nominations, Elections or Installations

There were no nominations, elections or installations

17. Reports of Committees, Delegates

a. None

18. Unfinished Business

a. None

19. New Business

a. None

We hope to have a hybrid meeting for our November General meeting, if possible, in order to be as inclusive as possible.

20. Adjournment

Motion: to adjourn the meeting at: 12:49 p.m. – MSCarried

<p>Next General Meeting: November 17, 2021 11:45 – 1:15 p.m. <i>Using the Zoom Video-Conference Platform</i></p>
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WSÁNEĆ Peoples

CUPE 951 Territory acknowledgement (Revised)

We acknowledge and respect the *Ləkʷəŋən* peoples on whose traditional territory CUPE Local 951 conducts its business, and the (*Songhees and Xwsepsum/Kosapsum [Esquimalt]* and *WSÁNEĆ (SṪÁUTW/Tsawout, WJOŁŁLP/Tsartlip, BOŖEĆEN/Pauquachin, WSIŖEM/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

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 – Oct 2021 – DRAFT

(* under consideration) (changes are underlined)

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

October 26 – CUPE BC All president meeting via zoom – Kirk Mercer

October 27 – General Meeting

October 27 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

Oct 27 – CUPE Trustee training via zoom -Stephen Leckie

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

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

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

December 1-2 Lancaster Arbitration/Bargaining – Via Zoom*

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



United Nations International Days

November 1st – All Saints’ Day

November 2nd – International Day to End Impunity for Crimes Against Journalists

November 5th – World Tsunami Awareness Day

November 6th – International Day for Preventing the Exploitation of the Environment in War and Armed Conflict

November 7th to 13th – International Week of Science and Peace

November 8th – Indigenous Veterans Day

November 10 – World Science Day for Peace and Development

November 11th – Remembrance/Veterans Day

November 12th – World Pneumonia Day

November 14th – World Diabetes Day

November 16th – International Day for Tolerance

November 17th – World Chronic Obstructive Pulmonary Disease Day

November 18th – World Philosophy Day

November 19th – World Toilet Day

November 20th – Universal Children’s Day

November 21st – World Day of Remembrance for Road Traffic Victims

World Television Day

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

November 29th – International Day of Solidarity with the Palestinian People

December 1 – World AIDS Day 

December 2nd – International Day for the Abolition of Slavery

December 3rd – International Day of Persons With Disabilities

December 6th – National Day of Remembrance and Action on Violence Against

Women ([The National Day of Remembrance and Action on Violence against Women - Women and Gender Equality Canada](#))

December 9th – International Anti-Corruption Day

International Day of Commemoration & Dignity of the Victims of the Crime of Genocide & of the Prevention of this Crime

December 10th – Human Rights Day 

December 11th – International Mountain Day

December 18th – International Migrants Day

December 20th – International Human Solidarity Day

December 25th – Christmas Day

December 26th – Boxing Day

December 25th-January 1st – 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](#)

