



Minutes of CUPE 951

Holiday Social & General Meeting

December 8, 2021

11:45-1:15 p.m.

Held using the Zoom video-conferencing platform

1. Announcements

A list of some United Nations International Days to note for December and January is included at the end of the minutes

This past Monday was December 6th – National Day of Remembrance and Action on Violence Against Women – on **December 6, 1989**, an armed man killed 14 women, and injured 13 other individuals at Polytechnique Montréal. Still incomprehensible to this day, this anti-woman attack stunned the entire country, and sent shockwaves throughout the entire world. Polytechnique's desire to honour the victims of this massacre remains strong. By commemorating this painful event, we also highlight the courage, solidarity, and dedication to equity that the Polytechnique community continues to express. The triumphs and successes of our communities are the sincerest ways to honour the 14 women whose lives and dreams were dramatically and unjustly cut short.

I'd also like to call your attention to the following dates in December: December 9th International Anti-Corruption Day, December 20th International Human Solidarity Day and that February is Black History Month. A link to the United Nations Calendar is included in this report. If you go to the calendar and click on any of the International recognition days, it will take you to the United Nations page with information about that day and I encourage you to find out more about these Days that were created with the intent of educating people about the significance of the day and/or event/issue.

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 a revised recognition of the Territories where the University stands – a copy is included at the end of the minutes

\$25 Gift Card Draw Winner:

Kimberley Cook

4. Equality Statement – Shared

Laurie started reading the CUPE National Equality Statement: <https://cupe.ca/equality-statement> and others took turns reading it

5. Health & Safety – Emergency Preparedness – AI

Amy 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.

If you're working from home please ensure you have an emergency exit and that your work station is ergonomically correct. If you are working on campus, please make sure you know where the emergency exits are.

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

6. Green Statement – DB

Kirk read the local's Green Statement as Darcy wasn't on the zoom meeting yet – a copy is included at the end of the minutes

7. Attendance Report & Welcome

a. Number of Members Signed-In – CJ

Catherine reported that 22 members and 1 guest (Micha Pesta, our CUPE National Representative) were signed into the Zoom video-conference meeting at 12:10 p.m.

Quorum is 20

b. Welcome/Oath of New Members – KM

Kirk announced there were 7 new membership applications

List of new members

Ethan Canter

Tyler Reeves

Keziah Britto

Rebecca Underdown

Melanie Houston

Kailah Sebastian

Jessica Fox

As per procedure, Kirk asked if there were any objections to these 7 people becoming members of CUPE 951. There were no objections, so Kirk read the Oath of Membership and all 7 new members accepted. Kirk welcomed the new members into CUPE 951.

\$25 Gift Card Draw Winner:

Kara White

8. Approval of the Agenda

a. Additions

None

b. Changes

None

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

b. Errors/Omissions

None

Please email any grammatical/typo/spelling errors to Secretary Laurie Whyte: lwhyte@uvic.ca and she will make sure the minutes are corrected. Any more substantive errors need to be brought up at the next General meeting under the agenda item #9
Approval of the Minutes From the Previous Meeting.

Motion: That the minutes from the November general meeting be approved – MSCarried

10. Matters Arising From the Minutes

a. None

11. Treasurer's Report – MR

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

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

\$25 Gift Card Draw Winners:

Micha Pesta – he declined as he is a guest and asked that his prize be re-drawn
Kirk Mercer – he declined and asked that his prize be re-drawn
Ashleigh Carlsen

12. Executive Board Report – PS

We discussed the CUPE Code of conduct and debated the following motions:

Motion to donate \$100 to Victoria Transition House – MSCarried

Motion to donate \$100 to the Sooke Women's Transition House – MSCarried

Motion to donate \$100 to the 1-Up Single Parent Resource Centre – MSCarried

Motion to donate \$100 to the BC SPCA – MSCarried

Motion that CUPE 951 move the excess from last year's budget into the Defence

Fund – MSCarried

Motion to send one member to the SHARE Investor Summit (Conference) in Vancouver March 2-3, 2022 – MSCarried

We then discussed the Child Care Holiday Event as Child Care members are not able to attend the General Meeting due to having to maintain ratio between the Early Childhood Educators (ECEs) and the children; we will be sharing some of the \$25 gift cards with them as prizes for their own draw

Sick Time for Members Who Have Used All Leaves & Vacation: we're thinking they should be able to use COVID time, but we have not yet had confirmation back from Human Resources. Local 917 is also dealing with this issue.

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

Motion: That the Executive Board report be approved – MSCarried

\$25 Gift Card Draw Winner:

If anyone does not want to accept their gift card, it can be sent to the charity of the member's choice

Pat Shade – would like his \$25 gift card to be sent to CFA Santa's Anonymous

13. President's Report – KM

Welcome friends,

On Dec 7, I met with post-secondary Unions on Vancouver Island on common concerns about funding and COVID related matters. Layoffs and modified appointments are troubling news coming for some institutions as well as deficits caused over the last 20 months. Recruitment and retention issues are happening at most campuses.

After our vice presidents met with Human Resources on Nov 15 over the letter of agreement for Union time off that has been in place for 20 years and concerns about the funding from the employer. The Union made an offer to help alleviate the financial cost until June 30, 2022 to provide unencumbered stability in good faith. The employer rejected this offer and as a result the Chief Steward will be returning to their home department January 3, 2022. This will result in the department no longer receiving any financial support from the Union or the University. I will assure you that the Chief Steward will operate in the same capacity as before with the ability to meet with members in our union office. We will be extra vigilant to ensure no discrimination or harassment, becomes the Chief Steward with this return to the Library.

On a positive note the past 20 months have brought us closer with the other Unions on campus and the Island in post-secondary, building a new solidarity network, that I hope will continue. We were able to coordinate with the Faculty and PEA when it came to asking the University to deal with our concerns over how they would handle COVID-19 (delta variant) in the fall.

As 2021 winds up, I wish to thank our stewards and executive who have helped guide our local through this past year, as I have said before when we all work together we are at our best.

I wish all of you a happy, and most importantly, a safe, holiday season! And hope to see you in person in the New Year.

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

\$25 Gift Card Draw Winners:

Laura Nuttall

Ashleigh Carlsen – asked to send her gift card to CFAX Santa's Anonymous

14. Chief Steward's Report – TG

No report as Ted was not in attendance.

Kirk reported on a few issues:

The 2 layoffs are finishing up their participation in the Ambassador Program and will then receive notice of layoff. We are waiting for a reply back from the Arbitrator in the Expedited Resolution Process, regarding the first member who was denied remote work as an accommodation. The other grievances filed on behalf of members not allowed remote work as an accommodation will be pursued in the New Year. We may need to get legal representation and take the issue of whether or not the Employer needs reach undue hardship on a temporary basis, to provide remote work as an accommodation to a full arbitration in the New Year.

The Chief Steward is on vacation until the New Year, so, in his absence, please contact Kirk Mercer, President at: presidentcupe951@uvic.ca

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

\$25 Gift Card Draw Winner:

Chris Darby

15. 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

16. Trustees Report – MG

We began this year's audit with our first meeting December 6th and it is about half completed; we will need at least another afternoon to finish the audit which needs to be submitted to CUPE National by March 2022. Many thanks to **Mohit Garg** who had to resign as Trustee for the Local as he is on leave from UVic.

For more information/questions, please contact:

Page DeWolfe: cdewolf@uvic.ca

Stephen Leckie: k1smet@uvic.ca

Jerry McFarland: jerrym663@gmail.com

Motion: That the Trustees' Report be approved – MSCarried

17. Nominations, Elections or Installations

a. Trustee – 2019-2022 term – vacant

i. Nominations

1. Ashleigh Carlsen – declined
2. Jerry McFarland – accepted
3. Elected/Acclaimed: Jerry McFarland

\$25 Gift Card Draw Winner:

Michael Rheault – he would like to send his gift card to CFA Santa's Anonymous

18. Reports of Committees, Delegates

a. Report from CUPE 951 Delegates to CUPE National Convention 2021

i. Pat Shade

- Pat thanked the local for nominating him for the CUPE National Disability Activist Award, which he won: [Pat Shade: Fighting for more inclusion and accessibility | Canadian Union of Public Employees \(cupe.ca\)](#); the award was presented to Pat by the CUPE National President, Mark Hancock. Pat thanked the local for sending him to the convention.

ii. Page DeWolfe

- Page reported that the speaking times were very limited and there wasn't much of a chance to get to the mics and speak; she regrets that she didn't get a chance to speak to

some of the resolutions that she would have like to; there were many important resolutions that got debated and approved. Page thanked the local for sending her to the convention.

iii. Laurie Whyte

- Laurie was happy to report that the very first resolution to come to the floor of convention was one that Vancouver Island and Local 951 submitted – and it passed! It was originally written by own very own member, Kara White for the CUPE BC Convention in 2019 and was tweaked to be appropriate for the CUPE National Convention; it is asking for CUPE National to develop and provide mental health care kits for activists; about 3 other resolutions that we submitted also passed; Laurie thanked the local for allowing her to use the diversity credential to attend the convention; Laurie will put the spreadsheet with all the constitutional amendments and resolutions and their outcomes on the CUPE 951 website as soon as she is finished adding the summaries of the resolutions to it; she'll also put the book of resolutions and constitutional amendments on the website so people can read more about them.

iv. Amy

- Amy echoed what Page said; she really missed the in-person convention; being virtual really changes things; it's harder and more exhausting when it is virtual; she is grateful that the local sent her; she didn't get up to speak, but hopes to maybe next time.

v. Kirk

- CUPE locals, District Councils and Provincial Divisions (CUPE BC) must adopt the CUPE National Code of Conduct
- The Constitutional amendment to add 3 Diversity Vice-President seats failed by a narrow margin of 2%; we needed 63% to pass but only had 61% voted in favor; the delegation from Quebec was opposed at the virtual mic
- Kirk was very proud of our local and Vancouver Island District Council (VIDC) for getting 3 resolutions to the floor, all will go a long way in helping women and others in the labour movement

b. Kara White – Staff Pensions Advisory Committee – KM

- The Advisory committee meets a couple times a year with the main meeting in June to preview the information package that members get in early July. There will be a vacancy on this very important committee later in 2022 since I will be stepping down from Advisory Committee duties to take on Investment and Administration duties for our plan. So, the Advisory Committee is looking for any interested member that would like to train and join later in 2022. If you are interested please contact Kara White at kmwhite@uvic.ca for more details.

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

\$25 Gift Card Draw Winners:

Stephen Leckie

Chris Darby – wants to donate the gift card to his son’s school’s food bank drive

Amy Issel – wants to donate the gift card to CFAX Santa’s Anonymous

Jolene Kendzel

Jessica Fox

Janice Closson – wants to donate the gift card to Our Place

Colin Newell – wants to donate the gift card to CFAX Santa’s Anonymous

Barbara Gordon

Michael Gaudet

Laurie Whyte

Ashley Jellicoe

Leyland Bradley – wants to donate the gift card to Our Place

Mandy Crocker

Danice Szabo

Jerry McFarland

Cathrine Jansen

Page DeWolfe – would like to donate the gift card to PEERS

***Wheelofnames.com is the website for the draw spin that was used for the CUPE 951
Holiday Draws – THANKS, Amy!***

19. Unfinished Business

a. None

20. New Business

a. None

***Reminder: at our last meeting (November) we passed a motion to support the Five Food Banks
in the greater Victoria area with a \$250 donation to each.***

21. Adjournment

Motion: to adjourn the meeting at: 1:03 p.m. – MSCarried

Happy Holidays and Happy New Year!

<p>Next General Meeting:</p>

January 2022 (Date & Format to be Announced)
11:45 – 1:15 p.m.
Format (in-person or Zoom) to be Announced



CUPE 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 (SṠÁUTW/Tsawout, WJOLÉLP/Tsartlip, BOKEĆEN/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

Green Statement –

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 – Nov 2021 – DRAFT

(* under consideration) (changes are underlined>

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 25th – International Day for the Elimination of Violence against Women is the start of the 16 days of Activism Against Gender Violence, which 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

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 and Girls ([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

January 4th – World Braille Day

January 24th – International Day of Education

January 27th – International Day of Commemoration in Memory of the Victims of the Holocaust

February is Black History Month –Canadian Parliament passed the motion on March 4, 2008

February 4th – International Day of Human Fraternity

February 6th – International Day of Zero Tolerance to Female Genital Mutilation

February 11th – International Day of Women and Girls in Science

February 13th – World Radio Day

February 14th – St. Valentine's Day

February 20th – World Day of Social Justice

February 21st – International Mother Language 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.



Happy Holidays – All the Best for a Wonderful, Peaceful, Happy & Safe New Year!

