



Minutes of CUPE 951

General Meeting

February 23, 2022

12-1:30 p.m.

Held using the Zoom video-conferencing platform

1. Announcements

An updated Calendar is included at the end of the minutes

A list of United Nations International Days for March is included at the end of the minutes – Laurie read some of the more important dates, such as: February 23rd Anti-Bullying/Pink Shirt Day, March 1st Zero Discrimination Day, March 8th International Women's Day, March 20th International Day of Happiness, and March 21st International Day for the Elimination of Racism.

For those of you interested in our history and how we got where we are today – Why we should fight to keep what we have – remember Tommy Douglas – there will be a free video event Friday, Feb 25th at 7 pm via zoom – with a panel discussion to follow. If you are interested, email me at lwhyte@uvic.ca and I will send you the link to register

Pat has been appointed to the CUPE National Persons with Disabilities committee for another 2-year term

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 Draft revised Recognition of the Territories where the University stands – a copy is included at the end of the minutes. The Recognition of the Territories continues to be under revision in order to ensure it is meaningful, transformative and culturally appropriate.

Kirk read #87, 88, & 89 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

4. Equality Statement – Shared

Laurie and Pat read the first two paragraphs of the CUPE National Equality Statement: <https://cupe.ca/equality-statement> and then other members of the Executive, Trustees and Stewards each read a paragraph, to allow for a diversity of voices.

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 and any COVID updates.

Please ensure you know where the emergency exits and muster areas are both when working remotely and when working on campus.

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

6. Green Statement – PS

Pat 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 23 members were signed into the Zoom video-conference meeting at 12:22 p.m.

Quorum is 20

b. Welcome/Oath of New Members – KM

Kirk announced there were 6 new membership applications

List of new members:

Rebecca Raizen-Miller

Edward Pang

Katie Macquarrie

Cory Scott

Ljiljana (Lily) Stanton

Patricia Dziekan

As per procedure, Kirk asked if there were any objections to these 6 people becoming members of CUPE 951. There were no objections, so Kirk read the Oath of Membership. Kirk and the members present welcomed the 6 new members into CUPE 951.

8. Approval of the Agenda

a. Additions

- Add *CUPE BC Convention 2022 Resolutions to New Business*

b. Changes

- Move *#17 Nominations, Elections or Installations* to #12, just after *#11. Treasurer's Report*
- Move *#20 New Business* to #13, just after *#12 Nominations, Elections or Installations*

Motion: That the agenda be approved as amended – 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 agenda and invite to this meeting

b. Errors/Omissions

There were 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 January general meeting be approved – MSCarried

10. Matters Arising From the Minutes

- a. None

11. Treasurer's Report – MR

The financial statements 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

12. Nominations, Elections or Installations

a. Election of Delegates for CUPE BC Convention 2022 (5)

- It will be an in-person convention held at the Victoria Convention Centre
- All delegates will have to follow the regulations of the Convention Centre, including showing proof of vaccination and the wearing of masks at all times
- The local has 7 credentials
- Two credentials will be filled by the President & First Vice-President, leaving 5 credentials and 1 Alternate to be filled by members elected at this meeting
- According to our bylaws in order to be elected as a delegate you must have attended at least 3 general meetings held in the previous 12 months

• Nominations:

1. Colin Newell – accepted – elected
2. Amy Issel – accepted – elected
3. Laurie Whyte – accepted – elected
4. Stephen Leckie – declined
5. Page DeWolfe – accepted – elected

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6. Pat Shade – he is already exercising his option to attend as 1st Vice-President
 7. Nykita Downie – accepted – elected
 8. Michael Rheault – accepted – Alternate

b. Nominations for CUPE BC Convention Committees

1. Resolutions Committee

a. Nominations:

- i. Laurie Whyte – accepted -- acclaimed

2. Sergeant-At-Arms Committee

a. Nominations:

- i. None

3. Credentials Committee

a. Nominations:

- i. Page DeWolfe – accepted – acclaimed

The members nominated and elected to be endorsed by the local must apply through the CUPE BC application process to be appointed to those Convention committees

c. Education Chair

- This is a bi-election and the term will be from now until the May 2023 elections
- **Nominations:**
 1. Nykita Downie – accepted – acclaimed

d. Ratification of New Stewards

• **Nominations:**

1. Barbara Gordon – appointed February 18, 2022
2. Colin Newell – appointed February 15, 2022

Motion: that CUPE 951 ratify Barbara Gordon and Colin Newell as stewards for the local – MSCarried

e. Installation of New Stewards – KM

1. **Barbara Gordon** – appointed February 18, 2022 – ratified February 23, 2022 General Meeting
2. **Colin Newell** – appointed February 15, 2022 – ratified February 23, 2022 General Meeting

Kirk read the oath of office and Barbara and Colin repeated it after him. Kirk thanked Barbara and Colin for stepping up to be stewards during this time when we really need stewards for the local.

13. New Business

a. Resolutions to CUPE BC Convention 2022

- Three resolutions were submitted by VIDC:
 - Alcohol-free respite room – written by Laurie Whyte
 - Territorial Acknowledgement listed in c/a – written by Amber Leonard, President of VIDC
 - Privatization survey – written by Amy Issel
- The resolutions will be included at the end of the minutes

Motion: that CUPE 951 endorse and submit the three resolutions – Alcohol-free respite room; Land Acknowledgement listed in c/a; Privatization Survey – to the CUPE BC Convention 2022 - MSCarried

We lost quorum by 1 person – several members tried to find other members to join the zoom meeting to regain quorum.

Motion that we adjourn the meeting at 12:58 p.m. The motion wasn't seconded and was defeated

We regained quorum again at 1:00 p.m.

b. Bargaining Committee In-Person Meet & Greet

- 11:45-1:20 p.m. on Friday, February 25, 2022 – this was the only date available
- We will have a handout with the committee information and our bargaining themes
- This will be an opportunity for CUPE 951 members to come and meet their bargaining committee, ask questions and have their issues heard
- There will be coffee and tea available
- The Bargaining Committee will be scheduling more In-Person Meet & Greets with the members and hope to hold several in March before bargaining with the employer begins
- The Bargaining Committee wants to hear from the membership what their concerns and issues are

Motion to spend up to \$250 for the Bargaining Committee Meet & Greet with the members on February 25, 2022 – MSCarried

c. General Meetings

- We will move back to holding our general meetings in-person once we are allowed to book an appropriate meeting space on campus
- We want to be able to hold our meetings in a hybrid manner, so those who can't attend in-person can still attend virtually
- We want our meetings to be as accessible to all, as possible



Resigning Head Steward Ted Godwin holds up the Certificate of Recognition & Respect presented to him by CUPE 951 President Kirk Mercer at Ted's final general membership meeting, February 23, 2022.

d. Certificate of Recognition and Farewell to Head Steward Ted Godwin

- Ted will be leaving us March 1st, both as Head Steward (after 5 years) and as a CUPE 951 member (29 years)
- Ted was laid off by the Library after returning to his home position as the result of the Letter of Agreement for book-off time for the Head Steward ending and the Employer refused to sign an extension.

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- Kirk presented Ted with a certificate of recognition for his years of work for the union and five years as Chief Steward, along with a \$100 cheque as a gift of recognition.
 - The members present applauded Ted.
 - Laurie Whyte will be Acting Head Steward from March 1st to June 30th, 2022.
 - The Head Steward position will be up for election at the May 2022 CUPE 951 Elections

Motion to adjourn the meeting at 1:08 p.m. – MSCarried

The following reports were not given at the February 24, 2022 General Meeting as we ran out of time and lost quorum, but they are attached to these minutes for the information of the membership.

14. Executive Board Report – PS

The CUPE 951 Executive meeting was held February 5, 2022

The following motions were made:

Motion that CUPE 951 donate \$100 to OTS for 2022 in addition to the \$100 that should have been donated in 2021 for a total of \$200 in 2022. MSCarried

Motion: to send up to 2 members to the Lancaster House, Vancouver Human Rights & Accommodation Conference, May 10-13, 2022. MSCarried

One of the Alternates to the Bargaining Committee has resigned, Stephen Leckie was appointed as an Alternate to replace Ashley Jellico who has left the employ of the University.

Education Chair – a bi-election will be held at the February General Meeting

We'll also be electing our 5 delegates to the CUPE BC Convention 2022 at the February general meeting.

In Solidarity, Pat Shade, 1st VP CUPE 951

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

15. President's Report – KM

Welcome friends,

February has been busy with the layoff of in the Library of Ted Godwin. As of March 1st, Laurie Whyte will be appointed acting Head Steward until after the election in May 2022, when the new 2-year cycle starts from July 1st 2022. This will also leave a vacancy of the Recording Secretary position for the local. Please be assured that I and the executive are working hard through this challenging period to make sure you are well served.

The bargaining Committee had CUPE training on February 14th. As part of the discussion during this training, the committee decided they would like to set up the CUPE tent outside the main library by the fountain on Friday, February 25th from 11:45 a.m. to 1:25 p.m., to talk with members about the bargaining themes set out in the bargaining bulletin sent to the membership January 26th. This will be a great opportunity to see you in person and listen to what you have to say.

Also, to come out this month, UVic has put in place a new time limited policy that requires all new hires to be fully vaccinated under the Environmental Health and Safety Policy ([SS9200](#)).

As a result, and until this temporary policy is revoked, confirmation of full vaccination will be required for any employees whose first offer of employment from the University is after February 21, 2022 ("New Employees").

This requirement applies to any person offered employment by the university with the following exceptions: this requirement does not apply to existing employees or students who apply for new positions at the university

Our response to the employer was this: *CUPE shall reserve the right to grieve issues that may arise as a result of the implementation, and any issues shall be addressed on a case by case basis.*

I look forward to seeing you in person on February 25th at the CUPE 951 Bargaining Committee Meet & Greet with the Membership!

In Solidarity, Kirk Mercer, President CUPE 951

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

16. Head Steward's Report – TG

We have been forced by the actions of the Employer to prepare a complaint for the Labour Relations Board. We believe they have violated Sections Six and Nine which includes interference with the administration of the Union. Our CUPE National Rep and the CUPE Lawyers will be filing this unprecedented action on our behalf.

We still have a couple of grievances on accommodation issues but one has now been resolved by the member resigning to work for an employer that respects and appreciates people rather than fighting against simple and reasonable accommodation measures.

We are still hearing third-hand about issues with Modified Work Week (aka Flex time, aka EDO). To be clear, there is no difference between earning flex time when working on site versus working remotely. Anyone who has been told they cannot earn MWW time when working remotely should contact the Head Steward with details.

For any questions about the Head Steward's report, please email Laurie Whyte:
lwhyte@uvic.ca or chiefstewardcupe951@uvic.ca

17. 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 – ND

Congratulations to Nykita Downie who was elected as Chair of the Education Committee
There was no report at this meeting as Nykita was only just elected into the position.

For more information/questions, please contact; Nykita Downie:
cupelocal951edc@gmail.com

18. Trustees Report – PDW

No Report

For more information/questions, please contact:

Page DeWolfe: cdewolfe@uvic.ca

Stephen Leckie: k1smet@uvic.ca

Jerry McFarland: jerry663@gmail.com

19. Reports of Committees, Delegates

No reports

20. Adjournment

Motion: to adjourn the meeting at: 1:08 p.m. -- MSCarried

<p>Next General Meeting: March 30, 2022 12-1:30 p.m. <i>Using the Zoom Video-Conference Platform</i></p>
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WSÁNEĆ Peoples

The **Coast Salish** is a group of ethnically and linguistically related [Indigenous peoples of the Pacific Northwest Coast](#), living in [British Columbia](#), Canada and the [U.S.](#) states of [Washington](#) and [Oregon](#). They speak one of the [Coast Salish languages](#).

The Coast Salish are a large, loose grouping of many tribes with numerous distinct cultures and languages. Territory claimed by Coast Salish peoples span from the northern limit of the [Salish Sea](#) (aka [Strait of Georgia](#)) on the inside of [Vancouver Island](#) and covers most of southern Vancouver Island, all of the [Lower Mainland](#) and most of [Puget Sound](#) and the [Olympic Peninsula](#)

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 – 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.



CALENDAR UPDATE to CUPE 951 General meeting – Feb 2022 – DRAFT

(* under consideration) (changes are underlined)

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

February 7 – CUPE BC Universities committee meeting via zoom – Kirk Mercer

February – 11 VIDC Executive meeting Parksville - Kirk Mercer, Pat Shade, Laurie Whyte, Amy Issel, Page DeWolfe

February 12 - VIDC Meeting Parksville /via zoom - Kirk Mercer, Pat Shade, Laurie Whyte, Ted Godwin, Amy Issel, Michael Rheault, Page DeWolfe

February 14 – CUPE bargaining training via zoom – Kirk Mercer, Ted Godwin, Laurie Whyte, Michael Rheault, Amy Issel, Sean Adams, Teresa Dixon, Page DeWolfe and alternates: Pat Shade, Stephen Leckie

February 15- March 10 – 8 sessions over 4 weeks 2022 Labour Relations Certificate program presented by Ryerson University and Lancaster House via zoom – Kirk Mercer

February 16- VLC – via zoom Kirk Mercer, Ted Godwin, Page De Wolfe, Michael Rheault

February – 17,18 - CUPE BC Executive Board via zoom - Kirk Mercer, Pat Shade, Laurie Whyte

February 23 – general meeting via zoom election CUPE BC convention/education chair

February 28 - Solidarity meeting via zoom- PEA, 951,917,4163, USW 2009, UVICFA – Kirk Mercer

March 2,3 2022 Lancaster Arbitration/Bargaining – via zoom- Kirk Mercer, Ted Godwin*

March 2,3 2022 Share Investor Summit via zoom – Kara White

March 16 - VLC – Kirk Mercer, Ted Godwin, Page De Wolfe, Michael Rheault

March 30 – general meeting TBD

April 6,7 - CUPE BC Mental Health First Aid Workshop- Laurie Whyte

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

April 26 - CUPE BC Executive Board – Victoria convention center - Kirk Mercer, Pat Shade, Laurie Whyte

April 27 – general meeting TBD

April 27-30 CUPE BC Convention – Victoria convention center Kirk Mercer, Pat shade

May 25 – general meeting- executive elections

May 29-June 3 CUPE BC Spring Weeklong School*

June 29 – general meeting



United Nations International Days

February 23rd – Anti-Bullying/Pink Shirt Day

March 1st – Zero Discrimination Day

March 3rd – World Wildlife Day

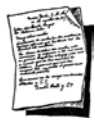
March 8th – International Women’s Day

March 20th – International Day of Happiness

March 21st – International Day for the Elimination of Racial Discrimination

March 21st – World Poetry Day
March 21st – World Down Syndrome Day
March 21st – International Day of Forests
March 22nd – World Water Day
March 23rd – World Meteorological Day
March 24th – World Tuberculosis Day
March 24th – International Day of Remembrance of the Victims of Slavery and the Transatlantic Slave Trade
March 25th – International Day of Solidarity with Detained and Missing Staff Members

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.



RESOLUTIONS TO CUPE BC

Resolution #1 – written by Amber Leonard, President VIDC

CUPE BC WILL:

- Urge all CUPE locals to include a Territorial Acknowledgement appropriate to the location(s) of their bargaining unit(s) in all their collective agreements to recognize that the work of the bargaining unit is being done on the traditional lands of Indigenous Peoples; and
- Encourage CUPE locals to approach the appropriate Indigenous Peoples to consult and seek permission to include the logo or symbol of the People/land(s) where their bargaining unit(s) are located.

BECAUSE:

- The Territorial Acknowledgment and logo/symbol could be printed on the cover or title page of the collective agreement where the names of the Local and Employer are also printed, or some other prominent location on the c/a;
- It is important that CUPE locals demonstrate action towards reconciliation and this would be a start to the dialogue about Truth and Reconciliation and the Truth and Reconciliation Commission of Canada's 94 Calls to Action: [calls_to_action_english2.pdf \(gov.bc.ca\)](https://www2.gov.bc.ca/gov/content/speical_projects/94_calls_to_action/english2.pdf);
- The Indigenous People should be consulted about the Territorial Acknowledgement and permission sought before any logos or symbols are used;
- Members of the bargaining unit should know which traditional lands they are working on and this would encourage them to also learn which traditional lands they are living and learning on; and
- This would be a relatively cost-free way of showing respect towards Indigenous Peoples, and their communities

Submitted by CUPE Vancouver Island District Council & CUPE 951

Resolution #2 – written by Laurie Whyte, CUPE 951

CUPE BC Will

- Ensure there is an alcohol-free, respite room available during every CUPE BC Convention, starting with the 2023 CUPE BC Convention;
- The alcohol-free respite room should be open just prior to the start of convention each day, throughout convention and into the evenings for the duration of all CUPE BC events scheduled during the evening; and
- Provide light refreshments (e.g. tea, coffee, water, juice, soft drinks, vegetable platters, cookies, etc.) in the alcohol-free respite room during the time it is open

BECAUSE:

- Many delegates, including those with disabilities may need a quiet, alcohol-free place to rest and recuperate during convention to ensure they are able to fully participate;
- Many CUPE BC Convention social events include alcohol and some delegates may not be comfortable being around alcohol and its consumption, and need a place where they too can socialize safely; and
- CUPE BC needs to be inclusive and enable the full participation of all delegates to convention

Submitted by CUPE Vancouver Island District Council & CUPE 951

Resolution #3 – written by Amy Issel, CUPE 951

CUPE BC WILL:

- Survey locals to identify work currently being contracted out and;
- Use the information from the survey to educate locals and members on what work is being contracted out and what privatization means

BECAUSE:

- All members and locals may not be aware of what is considered contracting out;
- The results may help locals fight to get work back in house; and
- Locals have new members, including young workers, which can benefit from this information

Submitted by CUPE Vancouver Island District Council & CUPE 951





We are all different and that is beautiful!