



Minutes of CUPE 951

General Meeting

March 30, 2022

11:45-1:15 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 April is included at the end of the minutes

2. Roll Call of Officers & Stewards – LSW

11 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.

4. Equality Statement – PS

Pat read the CUPE National Equality Statement: <https://cupe.ca/equality-statement>

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 – LSW

Laurie 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 31 members and 1 guest (Micha Pesta, CUPE National Staff Rep) were signed into the Zoom video-conference meeting at 12:03 p.m.

Quorum is 20

b. Welcome/Oath of New Members – KM

Kirk announced there was 1 new membership application

List of new members:

Lisa Wilmot

As per procedure, Kirk asked if there were any objections to Lisa becoming a member of CUPE 951. There were no objections, so Kirk read the Oath of Membership and Lisa was accepted as a member of CUPE 951. Kirk welcomed Lisa as a new member of CUPE 951.

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 this meeting and agenda

b. Errors/Omissions

There were no errors or omissions reported

*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 February 23, 2022 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. Executive Board Report – PS

The CUPE 951 Executive meeting was held virtually, March 9, 2022.

The motion calling for CUPE 951 to rename the 'Chief' Steward position to 'Head' Steward was carried. We should be proud of how progressive our union is. This change is one step forward on the path to reconciliation.

Human Resources has sent a proposed letter to extend the President's union time off LOA for 1 year to April 2023, Pat has requested a meeting with Human Resources to discuss this.

The Recommendation that Heidi Neeves be appointed to the joint UVic and CUPE 951 OH&S Committee, effective immediately was approved. The President will appoint her as soon as he is able to.

Bargaining committee Alternate- The president has appointed Barbara Gordon as an alternate to the CUPE BC Negotiating Committee.

The Executive approved a motion to approve the CUPE 951 Trustees' report.

The Executive approved a motion to for CUPE 951 to cover the cost for a hotel room at the Empress for Laurie Whyte for the Wednesday to Saturday (April 27-29, 2022) of the CUPE BC Convention due to the early meetings she needs to attend and the length of travel from her home to the Convention Centre. CUPE BC will be covering the cost of Laurie's hotel room for the days prior to the start of convention while she works on the Resolutions Committee.

In Solidarity, Pat Shade, 1st Vice President, CUPE 951

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

Motion: That the Executive Board report be approved – MSCarried

13. President's Report – KM

Welcome friends,

Near the end of February, our Local filed a complaint with the BC Labour Relations Board (Labour Relations Board), alleging interference in the administration of a trade union. The employer has implemented a new policy of restricting bargaining unit

employees on a graduated return to work from engaging in Union duties. This is a contravention of Section 6 of the Labour Relations Code. Our National Rep and CUPE Legal have been working with us in attempting to resolve the issue and we will update you as the process develops. At this point we are awaiting a written report from the Board and anticipate moving it to the grievance procedure.

After the bargaining Committee had set up the CUPE tent outside the main library by the fountain on Friday February 25 to meet members, they set up 2 more meeting dates on March 23rd and 24th to go over the Bargaining Bulletin and answer any questions about it. The Bargaining Bulletin was sent to members on January 26, 2022. At today's meeting (March 30, 2022) the committee will talk more about the bargaining themes and vote on putting forward proposals based on those themes.

Also during March, the mask mandate by the Provincial Government was dropped, changing it from a requirement to recommended use on campus. This was not received well as it came with very little notice, and while UBC chose to keep the requirement till the end of term, UVic did not. The faculty, the PEA and CUPE 4163 did urge the Senate to review this decision which led to a vote in favor of reinstating the requirement to wear a mask. On Monday the Board of Governors rejected the idea and is seeking a legal opinion on this issue. Does the Senate have no right to offer advice on issues concerning campus health? It seems that the Board of Governors seems to think they don't. From what I have seen most members are still wearing masks so please respect everyone's choice.

I am glad to say we are making some headway on the LOA #14 - MARKET ADJUSTMENTS POSITIONS. Our committee has been working on trying to implement the market adjustments since 2020 with very little movement from the employer. Since March of 2022 they finally seem inclined to get these funds used prior to the start of the next round a bargaining.

Our election committee for 2022 is comprised of returning officer Stephen Leckie, with the assistants of Ashleigh Carlsen and Colin Newell; Sherry Harmsworth will be the alternate to the committee. The committee will have nomination forms ready following the meeting today.

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

14. Head Steward's Report – LSW

As you heard from Pat, the Executive voted to change the name of the 'Chief' Steward position to 'Head' Steward in order to respect the Indigenous Peoples' cultural meaning and to reduce our use of colonial terms, as a step down the path to reconciliation. The word 'chief' has cultural significance for Indigenous Peoples – they have Hereditary 'Chiefs' who were taught from birth to be 'Chiefs' and the role comes with many duties and responsibilities – to place that name on anyone else is disrespectful to Indigenous Peoples' culture. Colonization stole that name from Indigenous culture and militarized it. To continue the practice of using that word for its colonial/military meaning is culturally insensitive.

We continue to fight with the employer over union leave time for the Acting Head Steward. The President, Head Steward and Deputy Head Steward are meeting weekly to go over all outstanding and new issues to ensure nothing gets missed due to any unavailability of the Head Steward due to the employer's refusal to allow time for dealing with union business. Two grievances have been resolved, although one repayment of lost wages is still in question as the manager's calculations don't match ours.

I'd like to thank Deputy Head Steward Barbara Gordon for all her help with monitoring the Head Steward's role-based email until it can be switched over so the Head Steward can access it. And thanks to President Kirk Mercer for all his help with resolving the two outstanding grievances.

I'll have a more detailed report once I am able to spend some time in the union office and get up-to-speed on all the outstanding issues. I continue to work on RTWA cases as well. The Employer seems committed to unilaterally trying to end all medical remote work accommodations. We continue to argue on behalf of our members who require an accommodation to work from home due to medical reasons and support our members.

We would like to grow our steward network and encourage any members interested in becoming a steward for our local to contact myself or Barbara Gordon to find out more about it. There will be several 'Introduction to Stewarding' part 1 and 2 workshops offered virtually through CUPE Education and an email will be sent shortly to provide more information about that. We hope that members will sign up by contacting Kira Bradley in the Union office (cupe951@uvic.ca), who will then register everyone. The workshops are an excellent way of learning what stewarding is all about. Signing up to participate in the workshop doesn't mean you are committed to being a steward – it just means you are interested in finding out more about it. Of course, we hope that the workshops will lead to you becoming a steward – but no pressure!

We need more Return to Work & Accommodation (RTWA) Stewards to help members stay at work/return to work and seek medical or equity accommodations. We'll provide training and mentoring in-house (after you've taken the Introduction to Stewarding part 1 and 2 workshop).

We also need more Contract Stewards to help enforce the collective agreement and represent members whose rights may have been violated.

In Solidarity, Laurie Whyte, Acting Head Steward

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

Motion: That the Head Steward's report be approved – MSCarried

15. Other Executive & Committee Reports

a. Trustees Report – PDW

The trustees met in December and again in February for two half-day sessions in order to complete the 2020-2021 audit. While the books were generally in order, there were a few anomalies – some were caught by the executive board, some by the trustees.

A double payment to one credit card caused some inconsistencies in reporting; this has been corrected and procedures put into practice to make a repeat unlikely.

There was some confusion over whether or not a motion was needed when the decision was made to use funds that were budgeted for our celebration to purchase anniversary t-shirts instead. While less money was spent, the issue generated some criticism from the membership who felt they should have been consulted. Our bylaws and policies could be interpreted such that because it was an expenditure over \$100, it should have been a motion that went to the general meeting. The discussion at the time was that the money had already been budgeted and shifting the specifics of how it was spent was immaterial. Going forward, our informal recommendation is that any significant change to budgeted funds should be attached to a motion.

A number of motions for charitable donations went unpaid. While it is likely that this is a direct result of the disjointed communication in the first year of the pandemic, while folks were working from home, the trustees are recommending that we keep a separate, running list of motions and quarterly check-ins with the treasurer, specifically to track financial motions, so that any which might get missed can be corrected in a timely manner. This was the only formal recommendation on the report, worded as follows,

“As some financial motions were left unpaid, we recommend that the trustees keep a separate record of motions and quarterly check in with the treasurer”

We would like to thank Kira, Kirk, and Michael for their assistance in preparing documents and answering our questions. Hopefully our next audit can be completed in person rather than the hybrid model we needed to complete this year's audit.

For more information/questions, please contact:

Page DeWolfe: cdewolf@uvic.ca

Stephen Leckie: k1smet@uvic.ca

Jerry McFarland: jerry663@gmail.com

Motion: That the Trustees' Report be approved – MSCarried

CUPE 951 Draw – for various Calendars

Please send a message to Laurie Whyte (lwhyte@uvic.ca) with details of where to send your prize!

Sara Kissinger – Calendar

Connie TeKempe – Calendar

Kirsten Kopp – Calendar

Jerry McFarland – Calendar

Jolene Kendzel – Calendar

Page DeWolfe – Book – The Skin We're In / Desmond Cole

b. Bargaining Committee Report – KM

The Bargaining Committee introduced themselves – Stephen Leckie and Barbara Gordon are the Bargaining Committee Alternates (Barbara was just added). Sean Adams (Glass blower) and Teresa Dixon (Child Care) were not able to join the meeting today.

Kirk screen-shared a list of the Bargaining Themes based on the survey done in September 2021, all the work the Agreement Study Committee did prior to that, and then the Negotiating Committee used that to develop the Bargaining Themes.

CUPE 951 Members Your Opinion Matters – please share your opinion with the Bargaining Committee either by speaking or emailing one or all of the committee members or by attending a Meet & Greet with the Bargaining Committee.

The 5 biggest Public Sector Unions, including CUPE BC put out an advertisement to increase public support for public sector workers and their need for a COLA (Cost of Living) clause for them.

Kirk went over some of the results of the survey done in September 2021. If anyone wants a copy of the pdf Kirk screen-shared with the survey results, please contact him at presidentcupe951@uvic.ca and he will email you a copy – the information is confidential and should not be shared with anyone who isn't a CUPE 951 member.

A Q&A ensued – several questions were raised and answered by Kirk.

We are out in front of the other Post-Secondary locals, but they are catching up and getting prepared for bargaining.

Our C/A expires tomorrow, but it will continue to be in place until a new one is negotiated. All other Post-Secondary CUPE locals' C/As expire March 31, 2022 as well.

We will be voting on approval of the Bargaining Themes today, so we can get to the bargaining table as soon as we can.

We need to coordinate with Local 917 as we share our Benefit Plans and we want to discuss our Benefit proposals with them before we go to the bargaining table.

Connect with Laurie Whyte after the meeting and she will expand on Whistle Blower language and what we are trying to achieve in bargaining.

Kirk launched a poll to vote on approval of the bargaining themes – it was successful – the members voted in support of the Bargaining Themes.

c. Communications Committee Chair Report – AI

No Report

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

d. Education Committee Chair Report – ND

No report

For more information/questions, please contact Nykita Downie:

Motion: That the Other Executive & Committee Reports be approved – MSCarried

16. Nominations, Elections or Installations

a. None

17. Reports of Committees, Delegates

a. None

18. Unfinished Business

a. None

19. New Business

a. None

20. Adjournment

Motion: to adjourn the meeting at: 1:02 p.m. – MSCarried



Next General Meeting:
April 27, 2022
12-1:30 p.m.
Using the Zoom Video-Conference Platform



Songhees



ESQUIMALT NATION
Community Engagement



W̱S̱ÀNC̱ÉQ̱
W̱S̱ÀNC̱ÉQ̱ COUNCIL

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 *Lək̓ʷəŋən* peoples on whose traditional territory CUPE Local 951 conducts its business, and the (*Songhees and Xwsepsum/Kosapsum [Esquimalt]* and *WSÁNEĆ (S̓ÁUTW/Tsawout, W̓JOL̓ELP/Tsartlip, BO̓KÉCEN/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.



We are all different and that is beautiful!

CALENDAR UPDATE to CUPE 951 General meeting – March 2022 – DRAFT
(* under consideration) (changes are underlined)

March 2,3 2022 Lancaster Arbitration/Bargaining – via zoom- Kirk Mercer, Barbara Gordon

March 2,3 2022 Share Investor Summit via zoom – Kara White
March 9 - Executive Meeting via zoom- Kirk Mercer, Pat Shade, Bo Love, Laurie Whyte, Nykita Downie, Michael Rheault, Amy Issel, Barbara Gordon, Teresa Dixon

March 16 - VLC – via zoom Kirk Mercer, Page De Wolfe, Michael Rheault
March 17 – UCBC via zoom – Kirk Mercer
March 23,24 - Meet your Bargaining Committee in person and zoom- Kirk Mercer, Laurie Whyte, Pat Shade, Sean Adams, Page DeWolfe Michael Rheault, Alt Barbara Gordon
March 28 - Solidarity meeting via zoom- PEA, 951,917,4163, USW 2009, UVICFA – Kirk Mercer
March 30 – general meeting via zoom
April 6,7 - CUPE BC Mental Health First Aid Workshop- Laurie Whyte
April 20 - VLC –via zoom Kirk Mercer, 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, Laurie Whyte, Nykita Downie, Amy Issel, Page DeWolf, Colin Newell, alt Michael Rheault
May 10-13 Lancaster's 2022 Vancouver Human Rights and Accommodation Conference- Laurie Whyte, Teresa Dixon
May 18 - VLC – via zoom Kirk Mercer, Page De Wolfe, Michael Rheault
May 25 – general meeting- executive elections
May 29-June 3 CUPE BC Spring Weeklong School*
June 29 – general meeting



United Nations International Days

April 1 – April Fool’s Day
April 1st – World Autism Awareness Day
April 7th – International Day of Reflection on the Genocide in Rwanda
April 7th – World Health Day
April 28th – World Day for Health & Safety at Work

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.