



Minutes of CUPE 951

General Meeting

April 27, 2022

12:00pm – 1:00pm

Held through a hybrid of in-person and using the Zoom video-conferencing platform

1. Announcements

CUPE BC Convention starts today at 7:00 p.m. and will run until Saturday, April 30, 2022.

It will be the first in-person convention in all of BC since 2019.

CHEK News did a clip on the CUPE BC Convention on April 26, 2022.

An updated Calendar is included at the end of the minutes

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

2. Roll Call of Officers & Stewards – AI

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

3. Recognition of the Territory – KM

Kirk Mercer 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 #79 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 – PS

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

5. Health & Safety – Emergency Preparedness – AI

Amy Issel 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 current COVID-19 updates. **Noting this will be retired at the end of April 2022.*

Please ensure you know where the emergency exits and muster areas are for those attending virtually and those attending in person.

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

6. Green Statement – KM

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

7. Attendance Report & Welcome (Quorum is 20)

a. Number of Members signed in via Zoom & in person – CJ & PS

Catherine Jansen reported that 15 members were in attendance in-person at the meeting & Pat Shade reported that 19 members were signed into the Zoom video-conference platform meeting at 12:15 p.m. for a total of 34 members.

b. Welcome/Oath of New Members – KM

Kirk announced there were no new membership applications.

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 from the March 30, 2022 general meeting were posted on the CUPE 951 website and were also circulated with the notice of this 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 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 March 30, 2022 general meeting be approved – MSCarried

10. Matters Arising From the Minutes

None

11. Treasurer's Report – MR

The financial statements were shared on screen and in person on a green sheet. Michael Rheault 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

Pat Shade advised there was no Executive Board report due to lack of business that required voting at the last Executive Board meeting.

13. President's Report – KM

Welcome friends,

I am happy to say that we are almost where we need to be on the Letter of Agreement #14 - MARKET ADJUSTMENTS POSITIONS. We hope to have some positions see an increase through this LOA by the end of this month.

917 president Tony Ferreira, National Rep Micha Pesta, Pat Shade and myself met with Human Resources and a Pacific Blue Cross Account Executive on Friday, April 22 to talk about our LTD plan and the current coverage, which is at 57% of wages. The employer wants to work with us to find a way to increase the plan back to the level we had in 2020 (67%).

Tony Ferreira and I met with Human Resources to express our joint disgust with the new parking increases as it is seen more as a cash grab to most folks, and not about climate change as there are no incentives for owning an electric car or other measures to address climate change! This will effect those workers who are already living paycheque to paycheque, and have to live further from campus, due to the rising cost of housing. It also doesn't account for people with disabilities who have to park close to where they work or people who don't live on a bus route. I will be meeting with the Faculty and PEA presidents to see if there is something we can jointly do on this matter.

As we try to work through the transition of the Head steward with no full time book off supported by the employer, and the labour board complaint filed in March referred to the grievance process, it has become very difficult to manage the Head Steward and President's workloads. Our local has relied on the full time services of a Head Steward for almost 20 years, and now it is time to have a conversation about what our needs are going forward.

Tonight is the start of the CUPE BC convention in Victoria. This will be the first in-person convention in 3 years. Our delegates are ready to work on your behalf on shaping the way forward for the next year with CUPE BC and speaking to the resolutions brought forward by the Local and Vancouver Island District Council.

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

No report as Laurie Whyte, Acting Head Steward is away serving on the CUPE BC Resolutions Committee in preparation for the start of Convention.

For any questions, please contact Acting Head Steward Laurie Whyte at: lwhyte@uvic.ca or Deputy Head Steward Barbara Gordon at: chiefstewardcupe951@uvic.ca or bgordon@uvic.ca

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 – ND

No report

For more information/questions, please contact Nykita Downie: souliere@uvic.ca

16. Trustees Report – PDW

No report

For more information/questions, please contact:

Page DeWolfe: cdewolf@uvic.ca

Stephen Leckie: k1smet@uvic.ca

Jerry McFarland: jerry663@gmail.com

17. Nominations, Elections or Installations

A reminder that there will be nominations/elections which will take place at the May 2022 General Meeting. Members are encouraged to visit the [CUPE 951 website](#) for a list of the positions and instructions on submitting nominations.

For more information, please contact Stephen Leckie, our Election Returning Officer at: k1smet@uvic.ca

18. Reports of Committees, Delegates

None

19. Unfinished Business

None

20. New Business

a. Bargaining update

The Bargaining Committee has been ready since the end of March 2022. The committee aims to be booked of for a day in May 2022 to finalize the proposals. There is hope that the committee will be at the Bargaining Table with the Employer in June 2022 or July 2022 at the latest.

21. Adjournment

Motion: to adjourn the meeting at 12:46 p.m. – MSCarried

Next General Meeting:
May 25, 2022
12:00 – 1:00 p.m.
David Turpin Building Room A110





Songhees



ESQUIMALT NATION
Community Engagement



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](#)

Draft 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 (S̓TÁUTW/Tsawout, W̓JOL̓ELP/Tsartlip, BO̓KÉCEN/Pauquachin, W̓SIKEM/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 – April 2022 – DRAFT

(* under consideration) (changes are underlined)

April 6 - Executive Meeting via zoom- Pat Shade, Nykita Downie, Michael Rheault, Amy Issel, Barbara Gordon, Teresa Dixon

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

April 13 – Pension meeting with CUPE’s Gary Yee, GSS 108- Kirk Mercer, Kara White, Michael Rheault

April 19 -Vancouver Island Post-Secondary Solidarity meeting via Zoom - CUPE, PEA, FA, BCGEU, FPSE – Kirk Mercer

April 20 - VLC –via zoom Kirk Mercer

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

April 27 – general meeting CLearihue C112/zoom

April 27-30 CUPE BC Convention – Victoria convention center Kirk Mercer, Pat shade, Laurie Whyte, Nykita Downie, Amy Issel, Page DeWolfe, Colin Newell, alt Michael Rheault

May 4- Executive Meeting via zoom/GSS 108- Kirk Mercer, Pat Shade, Bo Love, Laurie Whyte, Nykita Downie, Michael Rheault, Amy Issel, Barbara Gordon, Teresa Dixon

May 11, 12 Lancaster's 2022 Vancouver Human Rights and Accommodation Conference - Laurie Whyte, Teresa Dixon

May 14 – VIDC general meeting Parkville- Kirk Mercer, Pat Shade, Amy Issel, Page DeWolfe, Laurie Whyte, Michael Rheault

May 18 - VLC - Kirk Mercer, Page De Wolfe, Michael Rheault

May 25 – general meeting- **executive elections** David Turpin A110

May 29-June 3 CUPE BC Spring Weeklong School*

June 8 - Executive GSS 108

June 18 – miner’s memorial – Cumberland – Kirk Mercer

June 29 – general meeting –Clearihue C110

July 6 – Executive GSS 108

July 19-20 CUPE BC Think Tank Harrison BC - Kirk Mercer, Laurie Whyte, Pat Shade

Aug 10 – Executive GSS 108



United Nations International Days

May 2 – World Tuna Day

May 3 – World Press Freedom Day

May 8 – Time of Remembrance and Reconciliation for Those Who Lost Their Lives during the Second World War

May 10 – International Day of Angania

May 12 – International Day of Plant Health

May 14 – World Migratory Bird Day

May 15 – International Day of Families

May 16 – International Day of Living Together in Peace

May 16 – International Day of Light

May 16 – Vesak, the Day of the Full Moon

May 17 – World Telecommunication and Information Society Day

May 20 – World Bee Day

May 21 – International Tea Day

May 21 – World Day for Cultural Diversity

May 22 – International Day for Biological Diversity

May 23 – International Day to End Obstetric Fistula

May 29 – International Day of UN Peacekeepers

May 31 – World No Tobacco 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.

