



Minutes of CUPE 951

General & Elections Meeting

May 25, 2022

12-1:30 p.m.

Held using a hybrid of in-person and 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 June is included at the end of the minutes

June is National Indigenous History Month and CUPE has **Commemorative Promotional**

Resources at: National Indigenous History Month | Commemorative Promotional

Resources [Free promotional resources](#) for public use are compiled here by [CIRNAC](#) --

[Commemorative promotional resources \(rcaanc-cirnac.gc.ca\)](#)

June 21st is Canada's National Indigenous Peoples' Day – for more information go to the

Government of Canada website: [National Indigenous Peoples Day - Canada.ca](#)

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 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 #11, 12 & 13 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 read the CUPE National Equality Statement: <https://cupe.ca/equality-statement> -

The Times We Are In – Addition to the CUPE National Equality Statement

We are living in times where it is more important than ever to uphold our CUPE National Equality Statement and not condone nor tolerate behavior that undermines the dignity or self-esteem of any individual. We are seeing increasing visibility of white supremacist groups and anti-Black racism. Open expressions of hate of all kinds are becoming more common. CUPE's Code of Conduct clearly states that behaviours that are racist and discriminatory are not acceptable in our Union spaces. This space is no exception.

5. Health & Safety – Emergency Preparedness – KM

Kirk 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 – KM

Kirk 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 and 1 guest (Micha Pesta, CUPE National Rep) were signed into the Zoom video-conference meeting at 12:12 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 welcomed new member Lisa Wilmot into CUPE 951.

8. Approval of the Agenda

a. Additions

None

b. Changes

Move **Nominations, Elections or Installations**

From: #17 to #12, after #11. Treasurer's Report and before #12. Executive Board Report

Motion: to move 17. Nominations, Elections or Installations from: #17 to #12, after #11. Treasurer's Report and before #12. Executive Board Report – MSCarried

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 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 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 April 27, 2022 general meeting be approved – MSCarried

10. Matters Arising from the Minutes

a. None

11. Treasurer's Report – MR

Michael went on camera in the zoom platform to give his report.

It wasn't a full report, but an update from the previous general meeting on the term deposits, our Defence Fund, and our General Fund

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. 1st Vice-President – incumbent Pat Shade

- **Nominations**

1. *Pat Shade – acclaimed*

b. Treasurer – incumbent Michael Rheault

- **Nominations**

1. *Michael Rheault – acclaimed*

c. Head Steward – acting incumbent Laurie Whyte

- **Nominations**

1. *Barbara Gordon – acclaimed*

d. Communications Chair – incumbent Amy Issel

- **Nominations**

1. *Amy Issel – acclaimed*

e. Executive Member-At-Large – incumbent Barbara Gordon

- **Nominations**

1. *None – the position will remain vacant until the next general meeting*

f. 3-Year Trustee – incumbent Jerry McFarland

-
- **Nominations**
 1. Jerry McFarland
 2. Ashley Carlson
 - **Elected:** Ashleigh Carlson

The newly elected/acclaimed Executive members were sworn in by Kirk Mercer

13. Executive Board Report – PS

The expiry date of the Union Time off LOA was March 31, 2022. A new LOA regarding union time off for the President, which expires June 30 2023, has been signed. Human Resources would not agree to the LOA expiry date going longer than one year.

Head Steward Top-Up and Book-off Time: We are struggling with the backfill of the position. There have been missed meetings, deadlines, etc.

Recommendation: Motion to be brought forward to the May general meeting: that CUPE 951, as of May 31, 2022, support 50% book off time for the Head Steward position using previously budgeted funds – MSCarried

Recommendation: Motion to be brought forward to the May general meeting: that CUPE 951 as of June 30, 2022, continue to support the top-up to pay band 14 for the Head Steward position for the ensuing term, as budgeted in 2021 – MSCarried

The Labour Board complaint came back advising that we must go through the grievance/arbitration process. As of May 24 we have received a denied grievance response from the employer and we will consult with the grievance committee about next steps.

Motion: that CUPE 951 purchase the Lancaster House 2022 Spring Webinar Series, Video and MP3 at a cost of \$265.00 – MSCarried

Motion: that CUPE 951 pay for the cost of registration to participate in the United Way Southern Vancouver Island trivia event at UVic for up to five participants – MSCarried

Motion: that CUPE 951 donate \$100 to the Victoria Women's Transition House – MSC

In Solidarity, Pat Shade 1VP CUPE 951

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

Motion: that CUPE 951, as of May 31, 2022, support 50% book off time for the Head Steward position using previously budgeted funds – MSCarried

Motion: that CUPE 951 as of June 30, 2022, continue to support the top-up to pay band 14 for the Head Steward position for the ensuing term, as budgeted in 2021 – MSCarried

– 1 dissenting vote

Motion: That the Executive Board report be approved -- MSCarried

14. President's Report – KM

Welcome friends,

I am happy to say that after 3 years of work by the CUPE 951 joint committee set up in 2020, we have signed off on targeted positions through the Letter of agreement #14 - MARKET ADJUSTMENTS POSITIONS. We will see these positions receive an increase through this LOA by end of June and all members in those positions will receive a joint statement from the CUPE 951 and UVic committee to explain the process and when payment will go through.

To make more time for the elections, I'll end my report there.

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

15. Acting Head Steward's Report – LSW

The two grievances filed due to the employer's interference with the local's ability to do its business – i.e. denying the Acting Head Steward the ability to do any union work while on a GRTW have both had meetings – one at stage 1 and one at stage 2. Both grievances were denied by the employer and the Grievance committee: Kirk Mercer, Pat Shade, Laurie Whyte, and Barbara Gordon in consultation with the CUPE National Rep, Micha Pesta, met this morning to determine the next steps in the grievance process.

We continue to see requests for mostly medical and some equity accommodations and most so far have been successful, even a few requesting a medical accommodation to work remotely on a temporary basis.

Deputy Head Steward Barbara Gordon has been handling the lion's share of the Head Steward duties, due to the fact that the Acting Head Steward has not been allowed to do any union work while on a Graduated Return to Work.

Congratulations to Barbara Gordon on being acclaimed as 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

16. 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 any Education questions, please contact Nykita Downie at: souliere@uvic.ca

17. 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

18. Reports of Committees, Delegates

a. Amy Issel –

Amy thanked the local for sending her to the CUPE BC Convention; she found it to be very insightful and learned a lot.

b. Nykita Downie

Nykita thanked the local for sending her to the CUPE BC; she found it very eye-opening and appreciated all the knowledge the delegates had about the issues reflected in the resolutions

c. Colin Newell

Colin put in the chat – thanks for sending me to the CUPE BC Convention

d. Kirk Mercer

Kirk found the CUPE BC Convention to be highly emotional, especially on the Thursday when some insensitive issues were brought up; how the leadership and delegates reacted, reflects the strong leadership of CUPE BC and how we move forward

e. Laurie Whyte

Laurie thanked the local for sending her to the CUPE BC Convention and appreciated the opportunity to once again participate on the CUPE BC Resolutions Committee. She

worked behind the scenes to try to ensure our resolutions were considered. She was able to get some of our resolutions on the Priority Lists, but unfortunately the convention got to hear very few resolutions and they were mostly only resolutions submitted by CUPE BC Committees

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

19. Unfinished Business

- a. None

20. New Business

a. Kirk Mercer

Kirk put the question to members: *if you were able to come to the meeting in person and were not required to log into Zoom, would you have come in person?* – Kirk asked members to use the green check or red X marks to indicate their answer – he wants to see if people prefer to attend in person or through Zoom – the results were pretty even for and against

There were more people online than in person at the meeting – there were only 7 members attending in-person. We will have to think about what size of meeting room we are going to need – we may not need as large a meeting room if only a few members will be attending in-person. We will continue to hold our meetings in a hybrid manner – to allow members to attend in-person or virtually through the Zoom video conferencing platform.

21. Adjournment

Motion: to adjourn the meeting at: 12:58 p.m. – MSCarried

Next General Meeting:

June 29, 2022

Clearihue C110

12-1:30 p.m.

In-Person and using the Zoom Video-Conference Platform



CUPE Celebrates Pride!



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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

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, BO̓KEĆEN/Pauquachin, WSIK̓EM/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 – May 2022 – DRAFT

(* under consideration) (Changes are underlined)

May 4 -UVic Post-Secondary Solidarity meeting via Zoom - CUPE, PEA, FA – Kirk Mercer

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 DeWolfe, Michael Rheault

May 18 – Bargaining committee caucus – Kirk Mercer, Laurie Whyte, Michael Rheault, Amy Issel, Sean Adams, Teresa Dixon, Page DeWolfe, Pat Shade and alternates: Barbara Gordon, Stephen Leckie

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

May 29-June 3 CUPE BC Spring Weeklong School*

June 6 – Bargaining committee caucus – Kirk Mercer, Laurie Whyte, Michael Rheault, Amy Issel, Sean Adams, Teresa Dixon, Page DeWolfe, Pat Shade and alternates: Barbara Gordon, Stephen Leckie

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 29 – International Day of UN Peacekeepers

May 31 – World No Tobacco Day

June 1 – Global Day of Parents

June 3 – World Bicycle Day

June 4 – International Day of Innocent Children Victims of Aggression

June 5 – World Environment Day

June 5 – International Day for the Fight against Illegal, Unreported and Unregulated Fishing

June 7 – World Food Safety Day

June 8 – World Oceans Day

June 12 – World Day against Child Labour

June 13 – International Albinism Awareness Day See below

June 14 – World Blood Donor Day

June 15 – World Elder Abuse Awareness Day

June 17 – World Day to Combat Desertification and Drought

June 18 – International Day for Countering Hate Speech

June 18 – Sustainable Gastronomy Day

June 19 – International Day for the Elimination of Sexual Violence in Conflict

June 20 – World Refugee Day

June 21 – International Day of the Celebration of the Solstice

June 21 – International Day for the Elimination of Racial Discrimination

June 23 – International Widows' Day

June 23 – United Nations Public Service Day

June 26 – International Day against Drug Abuse and Illicit Trafficking

June 26 – International Day in Support of Victims of Torture

June 30 – International Day of Parliamentarism

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.



What is albinism?

Albinism is a rare, non-contagious, genetically inherited difference present at birth. The condition is found in both sexes regardless of ethnicity and in all countries of the world. Albinism results in a lack of pigmentation (melanin) in the hair, skin and eyes, causing vulnerability to the sun and bright light. As a result, almost all people with albinism are visually impaired and are prone to developing skin cancer. There is no cure for the absence of melanin that is central to albinism.

Health challenges of people living with albinism

The lack of melanin means persons with albinism are highly vulnerable to developing skin cancer. Skin cancer is highly preventable when persons with albinism are able to access regular health checks, sunscreen, sunglasses and sun-protective clothing. In a significant number of countries, these life-saving means are unavailable or inaccessible to them.

Due to a lack of melanin in the skin and eyes, persons with albinism often have permanent visual impairment. They also face discrimination due to their skin colour; as such, they are often subject to multiple and intersecting discrimination on the grounds of both disability and colour.

People with albinism and human rights

People with albinism face multiple forms of discrimination worldwide. Albinism is still profoundly misunderstood, socially and medically. The physical appearance of persons with albinism is often the object of erroneous beliefs and myths influenced by superstition, which foster their marginalization and social exclusion. This leads to various forms of stigma and discrimination.

In some communities, erroneous beliefs and myths, heavily influenced by superstition, put the security and lives of persons with albinism at constant risk. These beliefs and myths are centuries old and are present in cultural attitudes and practices around the world.

Violence and discrimination against persons with albinism

While it has been reported that persons with albinism globally face discrimination and stigma, information on cases of physical attacks against persons with albinism is mainly available from countries in Africa.

Persons with albinism face more severe forms of discrimination and violence in regions, where there is, a greater degree of contrast in pigmentation, which often gives rise to a greater degree of discrimination. The discrimination has several root causes including ignorance, longstanding stigma, poverty, and most abhorrently, harmful practices emanating from manifestation of beliefs in religions. The alarming reality is that these horrendous practices continue today.

The manner in which discrimination faced by persons with albinism manifests itself, and its severity, vary. In the western world, including North America, Europe and Australia, discrimination often consists of name-calling, persistent teasing and bullying of children with albinism. Some reports indicate that in China and other Asian countries, children with albinism face abandonment and rejection by their families.

